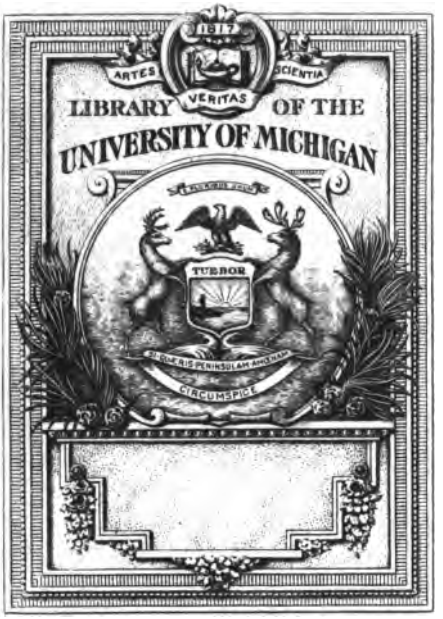
TWENTY FIFTH ANNUAL REPORT
OF THE
STATE BOARD OF ARBITRATION

1910



Public Document No. 40

ANNUAL REPORT

OF THE

Mass. STATE BOARD OF CONCILIATION AND ARBITRATION.

FOR THE YEAR ENDING DECEMBER 31, 1910.

BOSTON:
WRIGHT & POTTER PRINTING CO., STATE PRINTERS,
18 POST OFFICE SQUARE.
1911.

APPROVED BY
THE STATE BOARD OF PUBLICATION.

WILLARD HOWLAND, Chairman.
RICHARD P. BARRY.
HARRY P. MORSE.

BERNARD F. SUPPLE, Secretary,
Room 128, State House, Boston.

CONTENTS.

TWENTY-FIFTH ANNUAL REPORT.

To the Senate and House of Representatives in General Court assembled.

When larger enterprise began, at the close of the Civil War, to supersede time-worn methods of conducting business, trades unionism appeared in its modern guise. As the expansion of business was developing under concentrated management, the intimate relations were lacking that formerly existed between employer and employed, and there were fewer opportunities for conferring on matters of joint interest. Then local assemblages of craftsmen merged into national and international unions, and the federation of these was the workman's effort to rise from the abandoned level and get within speaking distance of the employer.

The labor movement had gathered strength in twenty years' experience, when great strikes occurred in large sections of the country; and while workingmen preserved the peace in this State, the annual total of strikes was increasing by leaps and bounds, till in 1886 it rose to three times that of the preceding year, — an average of more than two for every secular day. At times in certain manufacturing centers strikes were of hourly occurrence. Organized labor was accused of retrogression, of disregarding law, of seeking power by warring on industry with mob force. The defence

was that labor was a victim of superior force; that the employer acted by a proxy who inconsistently enough refused to treat with the workman's representative; that the strike was the only way to secure attention to grievances, and that the real disturbers were those who gave the provocation. In that year of trouble, 1886, this Board was established.

At the close of the first quarter-century of the Board's existence it is interesting to set forth the practices that cluster about the standard first erected by the Massachusetts statute of 1886 and, in the vogue which these practices have acquired, to note a growing preference for "the better way." The first years of the Board passed in unremitting endeavor to stem a flood of trouble with a system of moral suasion. The counsels of peace gained a respectful hearing, and substantial improvements were obtained as experience accumulated. In default of a joint submission to a disinterested tribunal, the parties were persuaded to confer in the presence of the Board. Negotiation became a habit which produced a friendly frame of mind. The educative effect upon the rising generation of workmen cannot be overstated. Strikes were settled, controversies determined and adversaries reconciled; and the agreements thus composing the difficulties suggested the prevention of those that would arise in the future. It was in that way that the trade agreement developed. The friendly inclinations of employer and employee which find expression in such an instrument of good-will have been fostered by this Board from its beginning. The clause providing for the peaceful discussion of grievances has lessened the number of serious interruptions to business and increased the number of arbitrations and private adjustments.

By the trade agreement the competent employee's tenure of work is secure, and he is confident that no change in the methods of business will leave him an outcast through any neglect of consideration. Capital, safeguarded against the caprice of thoughtless or malignant men, is stimulated out of its proverbial timidity to expand into larger fields of activity. A further amendment to the management of business by adding to it a department for the maintenance of labor relations is a consummation devoutly to be wished.

There are in this State hundreds of standing agreements between parties who never think of any kind of hostile demonstration, and the adjustments made by the contracting parties greatly exceed in number those which become matters of public record. The following trade agreement contemplates this Board as the arbiter of disputes, and was made by the parties without any pressure from without: —

AGREEMENT BETWEEN DISTRICT NO. 19, INTERNATIONAL ASSOCIATION OF MACHINISTS, AND W. L. DOUGLAS SHOE COMPANY:

BROCKTON, November 1, 1910.

1. Said company hereby agrees to employ as machinists only members in good standing of the machinists' union.

2. Fifty-four hours per week shall constitute the regular working time for machinists.

3. All overtime shall be paid double time.

4. The minimum rate of wages shall be three dollars per day.

5. Machinists to do all machinists' work, erecting machines, adjusting, and the general repair work on shafting and all machinery.

6. A machinist shall be considered competent if retained in the employ of the company ten days.

7. The union shall have the privilege of appointing a shop steward, to collect dues, and to perform any other duties the union requires.

8. In case of a grievance arising, the company agrees to a committee of three machinists to investigate, and, if possible, adjust the

same. If no adjustment is reached, the case shall be referred to the company and the representatives of the union.

If no satisfactory settlement can then be agreed upon, the whole subject-matter shall be submitted to the Massachusetts State Board of Arbitration, the decision reached by this Board to be binding on both parties to this agreement.

There is to be no suspension of work pending the decision of this Board.

9. This agreement to remain in effect for one year, and thereafter until thirty days' notice is given by either party to this agreement desiring a change.

DISTRICT No. 19, I. A. of M.
H. W. CHURCHILL,
Business Agent, Machinists' Union.
W. L. DOUGLAS SHOE COMPANY,
HERBERT T. DRAKE,
General Superintendent.

Agreements of this kind persist from year to year unchanged, and secure with automatic regularity the safe transition from one condition, requirement or price to another; even when made for the adjustment of a particular difficulty they have been so framed as to serve for indefinite periods to prevent its recurrence. There is an example of one in the coal business at Haverhill. The agreement of March 10, 1906, still effective, has the following: "Article VI. Any dispute hereafter shall be settled without strike or lockout, by such amicable means as may be devised by a committee of workmen acting in conference with the employer." The act of this Board ended the strike and lockout of five years ago and substituted the better way of settling disputes which has been followed ever since; it has produced, moreover, a habit of conciliation and a frame of mind that would serve the purpose of a trade agreement if the document were destroyed.

The 1,700 Polish operatives at Ludlow, exposed as they were to the exploitation of designing busybodies, and by reason of defective training unable to detect falsehood, were victims of an excusable kind of panic or stampede which received the name of strike in 1909. After settling the strike reported last year, the controversy was settled in the presence of the Board by an agreement which renounced such rashness, and provided for the parties conferring about any grievance that might afterwards arise. The good understanding was put to a strain several times during the past year, and endured the test without breaking. While the influences last which now predominate, there will be no repetition of the scenes of last winter.

The organ of the Boot and Shoe Workers' Union, an international body with large membership in this State and general offices in Boston, in the following extract points with proper pride to a process of adjustment of the prices for lasting in Brockton and its vicinity that is in a fair way to afford mutual satisfaction, and predicts that the conclusion will be reached without the enmity and bitterness of strife that are supposed by the ill-advised to be the necessary concomitants of industrial controversy.

Several months ago a movement started among the lasters of Brockton and surrounding towns looking towards the obtaining of a readjustment of the prices for lasting. The sentiment prevailing among the lasters was that the work was growing constantly harder, which reduced the daily output and lessened their earning power, and thus warranted an increase in wages.

For the purpose of comparing notes as to conditions and earning, and for the further purpose of treating the entire matter as a district with uniformity, and with an attempt to do justice both to the men and to the manufacturers, a series of monthly conferences were

held, at which were delegates from each lasters' union and from each mixed union containing lasters located in Brockton and other towns and cities in southeastern Massachusetts.

After several conferences had been held, at which the general officers had been invited to be present and had attended, General President Tobin made a suggestion that a conference be called in Boston, to be composed of delegates similar to the regular monthly conference, and that the manufacturers of the Brockton district be invited to meet with them.

This meeting was held in the early part of January, and was attended by the representatives of the lasters and by the representatives of nineteen shoe manufacturing firms. At this conference a committee was appointed from each side, and instructed to meet together and to frame a price-list for lasting shoes in the district, to be submitted to a future conference of similar scope and character.

We do not know exactly what the outcome of this movement will be, but we do know that it was a friendly meeting of employers and employees, the like of which has never taken place before in this country; and the friendly basis on which they met and discussed the conditions encourages us to believe that there will ensue a fair adjustment of any grievances that can be substantiated with reason.

When two parties get together in this manner on a basis of mutual consideration, concession and agreement, neither can expect to secure all that it may desire. In reconciling conflicting interests concessions must be made on both sides, so that in the end though neither has received all it desired, or is perfectly satisfied with the result, both must leave the final conference with much clearer conceptions of the attitude of the other than were entertained prior to such proceedings, and the final result must be a distinct improvement on the scrappy methods indulged in by those who walk around with chips on their shoulders.

We take great pride in the fact that the policy of this union has made such a conference possible. We regard the attendance of the manufacturers as a tribute to the rational methods of this union, and believe the members will profit from the good-will of the manufacturers much more than they could possibly profit from any line of policy that tends to embitter them.

The forces on both sides have a common purpose, — to promote industrial activity. They are not necessarily antagonistic, as such negotiations witness, nor can they become so until the gain of one is, or seems to be, at the expense of the other, in which contingency the utility of resorting to an impartial tribunal is indicated. The disputes that lead to rupture of friendly relations signify the difference in the estimates which men put upon the value of their own and another's performances. The discrepancy has always existed, and will continue beyond the limit of man's vision into the future; it is to be considered carefully, of course, but not with undue alarm. Hostile expedients and whatever provokes them, are, on the other hand, rarely excusable as due to forgetting or ignoring the established plans of adjustment. The provocation and the hostility are always to be deplored as invitations to possible disaster, but happily there exists a corrective in the peaceful methods. The deference paid to public opinion is seen when the parties to a controversy seek to justify hostility by published statements, but since both cannot be right, and one or both must be to some extent to blame, the appeal is made at the wrong time. Recourse to the conciliatory measures which the law provides before ills have gathered strength by long delay would be received as a more certain evidence of sincerity.

Besides those which are known there are trade agreements which exist for years unknown until accident or the necessity for arbitration brings them to the notice of the Board. It is not essential to a trade agreement that one of the parties should be a trades union. On motion of employers trade agreements have been accepted by the individuals employed

by them, and immunity from strikes has been secured through a somewhat formal and well-regulated intimacy between employer and employee. When negotiations fail there is always the State or a local Board to resort to. No community is lacking in persons willing to act as peacemakers, and they are entitled by law to the co-operation of town or city authorities and to the advice and assistance of the State Board. The arbitration clause of the trade agreement is the keystone which fixes the joint interests of employer and employed as an industrial unit.

The year just passed has witnessed matters jointly submitted to State arbitration in pursuance of agreement in a larger number than ever before. Joint applications from parties also who are not expressly pledged to arbitration indicate that opinion in some quarters has the value of a trade agreement, since it requires the parties to resort to the methods established by law. Even those who agree to submit in the first instance to some other tribunal often stipulate a final appeal to this Board.

The Board is of full age; it has passed the formative period. The law has been amended from time to time in ways suggested by experience, and there is a confidence that when occasion demands further amendments they will be made in such a way as to secure to the whole people the perpetuation of the benefits that have already accrued, not seeking to put either of the industrial parties under a ban or to support any exclusive theory of government or special school of philosophy. The Board is not aware of any occasion at the present time to amend the law.

The number of petitions for arbitration which the Board had under consideration is 208, of which 197 were filed in the year just passed, 4 have not yet been decided and 23 of the controversies were settled in some other way. One hundred and eighty-one controversies were heard and determined in 165 decisions, controversies between the same parties having been grouped when expedient. These and some of the cases in which the Board figured as conciliator are stated in the following pages.

REPORTS OF CASES.

REPORTS OF CASES.

GEORGE E. KEITH COMPANY — BROCKTON.

The employees in the treeing department of George E. Keith Company's Factory No. 1 at Brockton complained on December 3, 1909, of prices for certain items of work, 22 in number. Two months later the employer joined in an application to this Board, and three months later the application was received. An inquiry was thereupon made of the employer as to whether the application of that date represented the present controversy. The employer replied substantially that he had forgotten all about it; that the work in process at the time the application was made had been finished and the product sold; that they had entered upon a new run and that many things were different. Subsequently the application was superseded by another, which set forth the work then in progress. The award which responds to the new petition appears further on.

GEORGE E. KEITH COMPANY — BROCKTON.

A joint application dated October 27, 1909, was received on January 3, 1910, the delay being due to unknown causes, from George E. Keith Company and innersole workers. It related to prices for laying cloth, forming and trimming gem innersoles, and requested that the Board investigate with the aid of experts. The Board requested the parties to send

nominations. On coming together to consider the submission, an agreement which terminated the controversy was reached, and on February 7 a joint letter announcing the fact was received. The application was placed on file.

LUDLOW MANUFACTURING ASSOCIATES — LUDLOW.

When the year opened, the textile workers at Ludlow, recently on strike but then at peace in their former places, were looking forward to friendly conferences with the representatives of their employer on the question of wages, which had been the occasion of the difficulties. They appointed a committee of three Poles to act in conjunction with Mr. George H. Wrenn of Springfield, because his interest in their welfare had inspired them with confidence in him as a representative to English-speaking people. Mr. Wrenn so advised the Board on January 4.

A few days previously the Ludlow strike had been brought to an end, as stated in last year's report of this Board, under assurances that the controversy which was the occasion of the strike would become the subject of negotiations, with a view to a settlement by March 1. The employer required time to reorganize the mill departments; on the other hand, the promptings of busybodies given to misrepresentation would magnify necessary delay into wilful neglect, and render the mill hands less amenable to proper influences. From time to time during January the Board communicated with the parties. It is a fair assumption that among 1,700 operatives there were some who did not understand the grounds on which they had returned to work, and that some of the many

foremen did not appreciate the necessity of patience while a settlement of past disputes was pending. The Board paid several visits to Springfield, and investigated complaints on one side or the other, so that corrections or satisfactory explanations were made. More than 40 complaints were discussed at mass meetings of the operatives. Trivial as most of them were, it was feared that they might be the forerunners of renewed hostilities. An employee was discharged for cause at a critical time, and by the Board's advice was allowed to return to work.

On February 1 the parties met at the State House, and in the presence of the Board came to an agreement, which was committed to writing and filed with the Board. Attested copies in English and Polish were given to the parties. This agreement fixed the price for weaving and provided for the peaceful adjustment of future controversies, among which the creeler boys' complaints, if any, were understood to be included. The parties, though slow to promise, were quick to perform, and in carrying it into effect their performances were better than their promises. On March 1 they met again, and terms more satisfactory to the weavers were conceded. The committee, assisted by Mr. Wrenn, remained in session for several weeks, and composed several difficulties by conciliatory measures. The Ludlow operatives withdrew from the general organization to which they had belonged and entered another, which entitled them to send delegates to the Springfield Central Labor Union. A minority party made a demand in writing for a higher rate for weaving than that which had been fixed in conference. The Board visited Ludlow and discussed with Mr. Wrenn and the committee

the irregularity of such a demand. The demand was withdrawn on April 5.

Sixty Polish spinners refused, on May 24, to work under a foreman whom they suspected of enmity, and requested in writing that the employer discharge him. The request was refused. They struck and appealed for support to the union. The union rejected the appeal and the strikers returned the next day to work.

On June 21 a strike of 40 creeler boys attracted the Board to Ludlow. The committee stated that it was a boyish prank which would be promptly corrected. The next day the creeler boys returned to work.

Internal differences have been noised outside the union from time to time and reported as labor troubles. Thus far no difficulty has arisen, since the settlement of February 1, that the textile workers have not been willing and able to remedy.

CUTTERS — NEWBURYPORT.

Early in January a member of the cutters' organization in Newburyport requested the Board to endeavor, by mediation, to harmonize the parties to a controversy in the shoe factory of Dodge Brothers in that city. Investigation revealed that it was the strike reported by this Board two years ago, and of importance to those only who had relinquished their occupation. The factory was running in all departments; the mayor, replying to inquiries, pronounced it "a thing of the past." Having no objective reality, though still considered a strike in labor quarters, the Board took no further action in the matter.

JOSEPH MELANSON & BROTHER — LYNN.

On January 7 the Board's services were invoked by both parties to a controversy in the cutting department of Joseph Melanson & Brother's shoe factory at Lynn. It appeared that a demand for an increase in wages having been refused, the cutters, 40 in number, had ceased working on that day and gone out on strike. A conference of parties was had before the State Board of Conciliation and Arbitration and the Lynn Board of Trade, represented by Mr. Thomas Gardner; Mr. John J. Couhig represented the cutters. After a full discussion, it was voted to submit the controversy to the State Board. Pending the preparation of a statement setting forth the grievances on both sides, the cutters held a meeting and accepted the advice of the Board, and on the following day returned to work. The controversy was settled by agreement.

TAILORS — BOSTON.

On January 5, 7 and 10 the Board endeavored to avert a threatened strike of tailors, and offered its services as mediator. The disposition of individuals on both sides was good, but no one was authorized to speak for all. The delays which their rules imposed rendered prompt collective action impossible. No reply was received from one side or the other, and the controversy ceased to attract attention.

TALBOT MILLS — NORTON.

Responding to the inquiries of the Board into a reported strike of textile operatives, the chairman of the board of selectmen of the town of Norton called on January 10 and reported that the strike in the Talbot mills had been adjusted and all hands had returned to work.

PAINE SHOE COMPANY — MARBLEHEAD.

On January 10 the Board interposed as mediator between the Paine Shoe Company of Marblehead and about 20 turnworkmen who had struck on the 7th of the month. The employer accepted the Board's mediation, but the strikers' agent in Haverhill declined it, stating as a reason therefor that the employer would grant the demand in a few days. The turnworkmen engaged on certain kinds of footwear made from colored leather insisted upon an increase of one-half cent a pair. Other departments ceased work from day to day for lack of material, until none was left save those performing the final operations. The employer granted the demand. All hands returned on January 17.

W. & V. O. KIMBALL COMPANY — HAVERHILL.

After January 11 the W. & V. O. Kimball Company introduced certain changes in the work required in the lasting department which were not contemplated in the award of that date (reported last year), and a dispute arose concerning prices, which became the subject of a conference between the parties in the presence of the Board. The conference resulted in an agreement.

WHITMAN & KEITH COMPANY — BROCKTON.

On January 14, separate applications were received from Whitman & Keith Company, shoe manufacturers of Brockton, and treers in their employ, soliciting arbitration by this Board. A letter asking the parties to submit a joint application to show that they agreed upon the issue to be decided, was thereupon sent. On January 27 the parties were invited to confer in the presence of the Board on a settlement of the controversy by agreement or by a proper reference to arbitrators. It appeared that in apportioning the work some treers felt aggrieved because they did not seem to have been given an opportunity of earning as much as their fellow workmen, and it was their desire for an equal division that led to the controversy.

The conference brought about a better understanding, and the parties resolved to press the matter no further.

T. D. BARRY COMPANY — BROCKTON.

On January 17 two applications were received from T. D. Barry Company and its edgetrimmers, one from each party and relating to the same controversy, but stating it in different terms. Neither was willing to sign the other's petition. The Board was not satisfied to pass upon a question thus vaguely presented, and asked for a joint application. One of the parties had gone away and would not return until after March 1, and afterwards it was learned that he could not respond to any invitation of the Board until after the 19th. The reasons for these delays were made known to the

other party and assented to. On the 24th, responding to an invitation, the parties met and conferred in the presence of the Board. The conference resulted in annulling the applications of January 17, and the parties withdrew, with a purpose of meeting again to prepare a joint petition. A month elapsed before the paper was received at this office. The application was filed on the 26th of April. On May 19 a hearing was had, and the Board proceeded to investigate with the aid of experts. There was some delay in securing the expert desired by the employer. On June 30 the expert assistants were sent to competing points; on July 13 they reported their findings. On the 27th the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, shoe manufacturer, and edgemakers employed in the Barry factories Nos. 1 and 2 at Brockton. (44)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by T. D. Barry Company to edgemakers employed in the Barry factories Nos. 1 and 2 at Brockton: for trimming edges, including knifing, in Factory No. 1: of shoes of the $5 grade, samples, single pairs, 2-pair lots, 3-pair lots, 36 cents; and of shoes of the $4 grade, regular work, 30 cents per 12 pairs for work as there performed. In Factory No. 2 the Board awards that there be no change of price.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

M. A. PACKARD COMPANY — BROCKTON.

On February 1 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between M. A. Packard Company, shoe manufacturer, and employees in the finishing department of its Factory No. 3 at Brockton. (5)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 13 cents per 24 pairs for scouring bottoms with pinwheel and naumkeag attachment shall be paid by M. A. Packard Company to the employees in the finishing department of its Factory No. 3 at Brockton for work as there performed.

By agreement of the parties the decision shall take effect from the date of the adoption of the pinwheel and naumkeag attachment.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

T. D. BARRY COMPANY — BROCKTON.

A joint application from T. D. Barry Company of Brockton and employees in the dressing and packing department of Factory No. 2 was received on February 1, but owing to a defect in the submission was not filed until the 16th. The parties requested that nothing be done upon the matter until Mr. T. D. Barry's return, and there was no hearing until March 24. The parties appeared and agreed in the presence of the Board upon all but one of the items. The Board advised a further conference, with a view to an agreement upon that item, and the parties requested that the application be placed on file, and withdrew. On March 26 a letter was received from the employer stating the agreement.

A. G. WALTON COMPANY — CHELSEA.

The employees of A. G. Walton Company, engaged in making shoes at Chelsea, called on January 25 and stated their grievances. Separate interviews on the 27th were had with the parties in interest, and a conference was assigned to Wednesday, February 2, and the parties invited to attend. At the time appointed a conference was held at the State House in the presence of the Board. It appeared that 3 men had been laid off, and certain others had quit work, resenting what they considered an unjust discrimination. The volume of business thereupon diminished. The conference dissolved, with the understanding that those who had been laid off as well as those who had voluntarily left their work would be received, not all at once, however, but as business improved.

GEORGE E. KEITH COMPANY — BROCKTON.

On February 3 the following decision was rendered: —

In the matter of the joint applications for arbitration of controversies between George E. Keith Company, shoe manufacturer, and rough-rounders in its employ at Brockton. (48, 68)

Having considered said applications and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversies, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the prices paid by George E. Keith Company at Brockton for the following items of work as there performed: —

ROUGHROUNDING.

White-tagged grades: —
- All shoes, except as hereafter noted.
- Aloft foreparts, channel shanks.
- Rubber-soled, including around heel.
- Spring-heeled shoes.
- Sample.
- Single pairs.

Pink-tagged grades: —
- Men's and women's shoes, except as hereafter noted.
- Aloft foreparts, channel shanks.
- Rubber-soled, including around heel.
- Spring-heeled shoes.
- Sample.
- Single pairs.

Pointer-edge shoes: —
- Factory No. 1, pink tags.
- Factory No. 1, all others.
- Factories Nos. 2, 3 and 7, all shoes.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

E. E. TAYLOR COMPANY — BROCKTON.

The following decision was rendered on February 3: —

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer, and employees in its vamping department at Brockton. (83)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by E. E. Taylor Company to employees in said department for work as there performed: —

Vamping Ideal Bluchers, per 12 pairs, ... $0 22

By agreement of the parties this decision shall take effect from the date of adoption of the style of shoe in controversy.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

J. H. WINCHELL & CO., INC. — HAVERHILL.

On February 3 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and employees in its stitching department. (69)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices of items of work submitted, except for the following items, as the work is there performed: —

	Per 12 Pairs.
Vamping: —	
Bellows tongued, 1-needle, 2 rows,	$0 20
Bellows tongued, high-cut,	22
Cylinder vamping: —	
Bellows tongued, 3 rows and 4,	20
Tip stitching, McKay,	03½
Top stitching: —	
Southern tie, fronts,	04
Blucher straps (bellows tongue),	05
Lace-row markers, plain lace row,	01
Stitching boxes: new work, all pointed tips, where tip is held back and where they stitch leather, rubber or felt boxes all with linings,	02

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and hookers in its employ. (70)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the

subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by J. H. Winchell & Co., Inc., to said employees at Haverhill for work as there performed: —

HOOKING.

	Per 12 Pairs.
Plain work,	$0 02
All blind hooks,	02½
Sample,	03

By the Board,
BERNARD F. SUPPLE, *Secretary.*

ROXBURY CARPET COMPANY — BOSTON.

A reported strike was inquired into. The management in Boston could not give a decisive answer until directed from New York. Word from New York, coming at the same time, authorized the Boston management to take back the employees who had gone out. All hands returned to work on February 7, but the difficulty did not end there. The management stated that the price for velvet weaving had been too high, and had been reduced from 4 to 3½ cents a yard at the time of the strike of three weeks before. Nineteen looms were affected, and the weavers were on strike for three or four days. Twelve of the 19 were in one room and 7 in another; the 12 were put to work on tapestry, as would have been the 7 if tapestry could be woven upon their looms. This led to a renewal of the difficulty, and inquiries resulted in orders from New York to stop the mills for two weeks. Two hundred employees were thereby thrown out of work temporarily. The Board inquired from time to time, and gave such advice as was calculated to be helpful to a settlement.

On April 25 the superintendent expressed his thanks and stated that the parties were conferring that day, and would confer again on the morrow, with the prospect of a settlement. At the conferences which followed the employees were represented by Mr. John Golden. Finally an adjustment was made, on April 30.

SLATER & MORRILL — BRAINTREE.

Early in the year a controversy arose in the departments of the Slater & Morrill shoe factory at Braintree. Both parties informed the Board of its progress and from time to time sought advice. The law regulating the peaceful adjustment of controversies was duly explained, and they were furnished with blank forms of application. They met for the purpose of preparing a joint expression of their differences, but the conference resulted in an agreement during the first week of February, which rendered further action unnecessary.

RICE & HUTCHINS — MARLBOROUGH.

On February 9 there was strike for higher wages of treers and Goodyear lasters in the shoe factory of Rice & Hutchins at Marlborough. During the next days following the Board made inquiry and proffered advice. On the 13th information was received from an officer of the United Shoe Workers of America, representing the strikers, that the controversy had been settled.

M. A. PACKARD COMPANY — BROCKTON.

On February 16 a joint application of M. A. Packard Company and employees in the dressing and packing department of Factory No. 3 was filed. At the hearing, which was held on March 1, a suggestion was entertained of the advisability of awaiting the return of the president of the Brockton Shoe Manufacturers' Association, who was then out of town, and of conferring on his return with a view to a mutual settlement. There were several delays and no formal settlement was reached, neither was the controversy renewed. No one objecting, the Board placed the application on file.

MARLBOROUGH SHOE COMPANY — MARLBOROUGH.

On February 19 three applications from the Marlborough Shoe Company and employees in the edgesetting and lasting departments were filed. One of the lasting applications referred to the bed machine, so called, and the other to the Consolidated Hand-method machine. A day was appointed for a hearing and the parties duly notified. They appeared at the appointed time and requested a postponement, pending certain negotiations. On April 12 it was learned that the factory in question had shut down, and the business had been transferred to the Douglas factories in Brockton, where the question of prices was the subject of other negotiations. The parties to these three applications had dispersed and the controversies were never revived.

CLINTON WIRE-CLOTH COMPANY — CLINTON.

On March 9 the mediation of the Board was offered, and on the following day separate interviews were had with the employer and the workmen's representative. The employer expressed a willingness to confer with his former employees but not with the committee which had been chosen. This information was conveyed to them, but nothing further was heard of the case.

LEWIS A. CROSSETT, INC. — ABINGTON.

The following decisions were rendered on March 10: —

In the matter of the joint application for arbitration of a controversy between Lewis A. Crossett, Inc., shoe manufacturer, and employees in the bottoming department of its Factory No. 2 at Abington. (74)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Lewis A. Crossett, Inc., to employees in said department of Factory No. 2 at Abington for work as there performed: —

	Per 12 Pairs.
Goodyear stitching,	$0 21
Edgetrimming and knifing shank,	25

In the matter of the joint application for arbitration of a controversy between Lewis A. Crossett, Inc., shoe manufacturer, and employees in the bottoming department of its Factory No. 3 at Abington. (75)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert

assistants nominated by the parties, the Board awards that the following prices be paid by Lewis A. Crossett, Inc., to employees in said department of Factory No. 3 at Abington for work as there performed: —

	Per 12 Pairs.
Trimming toes by machine,	$0 01¾
Pulling tacks by machine,	02
Trimming seams, pulling toe wires and side tacks, pulling innersole tacks and butting welts,	09½
Beating welts,	02
Tacking shanks,	02
Filling bottoms,	02
Cementing welts,	01
Laying soles,	04
Cementing and turning channels,	02½
Pricking stitches,	02½
Automatic leveling,	03
Heeling,	07½
Slugging,	03½
Shaving heels,	05
Breasting heels, power machine,	02½
Goodyear welting,	17
Goodyear stitching,	20
Trimming edges and knifing shank,	20
Setting edges, one setting (blacking and brushing),	15
Setting edges, two settings (blacking and brushing),	22½

By agreement of the parties this decision shall take effect as of date of March 14, 1910.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

M. A. PACKARD COMPANY — BROCKTON.

On March 10 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between M. A. Packard Company, shoe manufacturer, and employees in the sole-fastening department of its Factory No. 3 at Brockton. (82)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the

work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by M. A. Packard Company to employees in said department of Factory No. 3 at Brockton for work as there performed upon shoes sold by the employer at $2.25 per pair or less: —

	Per 12 Pairs.
Goodyear welting,	$0 15
Goodyear stitching,	18
Roughrounding,	08

Goodyear welting, sample or single pairs, no change.
Goodyear stitching, sample or single pairs, no change.
Roughrounding, sample or single pairs, no change.

By agreement of the parties this decision shall take effect as of date of August 1, 1909.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

GEORGE E. KEITH COMPANY — BROCKTON.

On March 10 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and employees in the stitching department, factories Nos. 1, 2 and 3 at Brockton. (10)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by George E. Keith Company to employees in said department, factories Nos. 1, 2 and 3 at Brockton, for work as there performed: —

	Per 12 Pairs.
Stitching quarter lining and back seam (lap seam) on No. 37 eyeleted ties: —	
Pink-tagged,	$0 08
Other grades,	07½

Stitching tongue lining to lining (held on): —	Per 12 Pairs.
Low Blucher Oxford,	$0 04½
No. 10 Blucher Oxford,	02½
Gibson tie,	04

By agreement of the parties this decision shall take effect on the date of the introduction of piece prices.

In the matter of the joint application of a controversy between George E. Keith Company, shoe manufacturer, and employees in the treeing department of its Factory No. 2 (sixth grade) at Brockton. (79)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the prices paid by George E. Keith Company in Factory No. 2 at Brockton for the items of work upon the sixth-grade shoe specified in the application, except that the price for treeing calf, palm finish, shall be 36 cents per dozen, as the work is there performed.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

GEORGE H. SNOW COMPANY — BROCKTON.

On March 10 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between George H. Snow Company, shoe manufacturer, and employees in the sole-fastening department of its Factory No. 3 at Brockton. (81)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by the George H. Snow Company to employees in said department of Factory No. 3 at Brockton for work as there

performed upon shoes sold by the employer at $2.25 per pair or less: —

	Per 12 Pairs.
Goodyear welting,	$0 15
Goodyear stitching,	18
Roughrounding,	08

Goodyear welting, sample or single pairs, no change.
Goodyear stitching, sample or single pairs, no change.
Roughrounding, sample or single pairs, no change.

By agreement of the parties this decision shall take effect as of date of August 1, 1909.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

WHITMAN & KEITH COMPANY — BROCKTON.

On March 10 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Whitman & Keith Company, shoe manufacturer, and employees in its treeing department at Brockton. (4)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Whitman & Keith Company to employees in said department at Brockton for work as there performed: —

	Per 12 Pairs.
Box-calf, cleaned,	$0 30
Velours-calf, cleaned,	30
Gun-metal, cleaned,	30
Russia-calf, cleaned and polished (one coat),	50
Vici, cap-toed, cleaned (and ironed when necessary),	50
Vici, plain-toed, cleaned (and ironed when necessary) and one coat of filler,	50
Patent-leather, cleaned,	60

	Per 12 Pairs.
Wax-calf, rag finish,	$0 60
Wax-calf, palm finish (by agreement), hour work.	
Cordovan,	60

Hour work, per hour, $0.28.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

HAZEN B. GOODRICH & CO. — HAVERHILL.

On March 15 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Hazen B. Goodrich & Co., shoe manufacturers, and employees in their cutting department at Haverhill. (3)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Hazen B. Goodrich & Co. to employees in said department at Haverhill for work as there performed: —

HAND CUTTERS.

	Per Week.
Outside cutters,	$16 50
Lining cloth cutters,	14 50
Trimming cutters,	12 75

By the Board,
BERNARD F. SUPPLE, *Secretary.*

AARON F. SMITH COMPANY — LYNN.

On March 15 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Aaron F. Smith Company, shoe manufacturer, and employees in its cutting department at Lynn. (84)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Aaron F. Smith Company to employees in said department at Lynn for work as there performed: —

	Per Pair.
Cutting two-strap shoe,	$0 04
Cutting ankle straps,	01¼

By agreement of the parties this decision shall take effect as of date of December 22, 1909.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

Result. — A dispute arose upon the interpretation of the first item, which became the subject of a conference in the presence of the Board on April 12. An understanding was reached that the price awarded was for the work considered as one performance and not with a view to its parts.

J. H. WINCHELL & CO., INC. — HAVERHILL.

On March 15 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer, and employees in its lasting department at Haverhill. (1)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the

work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by J. H. Winchell & Co., Inc., to employees in said department at Haverhill for work as there performed: —

McKay Lasting.

	Per 12 Pairs.
Operating pulling-over machine: —	
Tips not mated,	$0 05½
Tips mated. Not done.	
Operating Consolidated Hand-method machine: —	
Plain-toed, regular,	11
Tip or imitation (by agreement),	12
Patent-leather tip,	13
All patent,	15
High-cut boots, 10 inches and over (by agreement), extra,	01
Shoes with leather box, no extra.	
Shoes with felt box, no extra.	
Shoes with whole vamp, no extra.	
Sample (for operating Consolidated Hand-method machine and for pulling-over by machine), double price.	

By the Board,
Bernard F. Supple, *Secretary.*

J. H. WINCHELL & CO., INC. — HAVERHILL.

On March 29 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer, and employees in its stock-fitting department at Haverhill. (2)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by J. H. Winchell & Co., Inc., to employees in said department at Haverhill for work as there performed: —

	Per Week of 55 Hours.
Tap cutting, no change.	
Toplift cutting, no change.	
Cutting filling board,	$10 00
Rolling top stock,	11 00
Rolling tap stock,	12 00
Splitting,	10 50
Moulding heels,	11 00
Cutting linings on machine,	13 00
All-round stockfitter,	14 00
Cutting innersoles,	12 51
Sizing and tying up innersoles,	11 00

	Per 60 Pairs.
Rolling and wetting,	$0 04
Tap fitting,	03
Operating Peerless buffer, no change.	
Cutting pasted innersoles,	06½
Cutting No. 2 innersoles,	06½
Cutting half-solid innersoles,	06½
Cutting grain innersoles,	07
Smith rounding: —	
Regular work,	15
Soles tapped before rounding (by agreement),	17½
Spade shanks,	20
Twenty-four pairs or under (by agreement), at the rate of $0.15 per 60 pairs.	
Gouging toes on Crescent machine,	03

By the Board,
BERNARD F. SUPPLE, *Secretary.*

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

On March 29 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company and employees in its treeing department at Bridgewater. (7)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the

subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by L. Q. White Shoe Company to employees in said department at Bridgewater, for work as there performed, — shoes to come clean from shellac, cement or other foreign matter; no coat of filler to be applied by the operator of the power machine: —

TREEING BY POWER MACHINE.

	Per 24 Pairs.
Patent-leather, polishing,	$0 50
Velours-calf,	20
Gun-metal,	20
Box-calf,	20
Vici,	20

By the Board,
BERNARD F. SUPPLE, *Secretary.*

On April 20 the following letter was sent: —

Messrs. L. Q. WHITE and F. C. SHERMAN, *representing the Respective Parties to the Controversy between L. Q. White Shoe Company and Treers, Bridgewater, Mass.*

GENTLEMEN: — Your letter of the 18th, asking whether it was the intention of the Board on March 29 to decide that the treeing machines should do the entire work, etc., has been considered. The intention was that the treeing by machine should be supplemented by hand work when necessary, such as touching up wrinkles by irons or ironing places upon the shoes where the machine had not satisfactorily performed the work, — all for the prices as stated in the decision of March 29.

Yours respectfully,
BERNARD F. SUPPLE, *Secretary.*

WIRE-CLOTH WEAVERS — HOLYOKE.

The weaving of the wire cloth which is used in the manufacture of paper is for the most part performed by workers who are thoroughly organized. A great part of the wire

cloth is made on hand looms. The union scale of prices covers both hand-loom and power-loom work. The Buchanan & Bolt Wire Company of Holyoke introduced a new power loom, and was given by the union a certain time for experiment, at the end of which it was expected that an agreement might be reached upon the union scale. They disagreed and a strike was declared. On the third day of March, 28 wire-cloth weavers and 6 apprentices quit work, and in a few days the whole mill was idle.

The strikers believed that the test of the new power looms had lasted long enough, that the men to operate them should be chosen from the hand-loom weavers. Many of these had been in the company's employ since their childhood, and expressed a lively desire to further the employer's interests. The employer, however, had other views, and asked to be allowed to run power looms as he pleased and when he pleased, provided he paid the union rates to such weavers as he could find employment for on hand looms. The strikers said it would be suicidal to consent to such a proposition. The strike lasted a little more than five weeks. The State Board and prominent citizens mediated from time to time. On April 7 and 9 a conference of parties was held in Grace Church, the Board's agent in the matter presiding. Revs. E. B. Robinson, H. O. Hannum and F. E. Butler were present by request of the parties, and contributed to the maintenance of good will. A settlement was reached at a late hour on Saturday, April 9. The members of the executive board of the international union, which had indorsed the strike, expressed the thanks of their members for the Board's interest. On the 11th all hands returned to work.

The dandy-roll makers hesitated about accepting a settlement in which they claimed they had been ignored, but they returned also. Towards the latter part of the year their grievances were referred to a local board of conciliation. The result has not yet been communicated to this Board. Since the settlement of April 9 there has been no break in friendly relations.

GOSNOLD MILLS — NEW BEDFORD.

There was a strike of 500 or more weavers in the Gosnold mills of New Bedford on April 4, for reasons not clearly defined. There had been, it appeared, a reduction of about 17¼ per cent. in the rate of weaving, but the employer claimed that by reason of changes in the system their earnings were not diminished, but would remain as great as the earnings in other mills. After the strike was inaugurated they alleged several grievances, which the employer denied. The English-speaking weavers belonged to the union, and the other strikers, who were in the majority and unorganized, went with them to the union headquarters. Owing to diversity of language no business could be transacted, and the unorganized majority withdrew after a few meetings and went to another part of the city, where they spent the time in recreation.

The mediation of the Board was offered to both parties and accepted by the employer and the organized English-speaking minority. The weavers of the non-English-speaking majority were dancing at a "sunlit ball" in Phelan Hall when the Board's services were offered. A meeting of the executive committee was held on the stairway, and after a brief con-

sideration of the matter the offer was declined. There was little to warrant a hope of a peaceful adjustment until sufficient time had elapsed for the counsels of the minority to take effect upon the merrymakers. The strike lingered for a month. On May 2 the mill reopened and 15 returned to work. Certain concessions having been made, the union weavers returned to work on May 6. Shortly after that the strike ceased to attract attention.

HAZEN B. GOODRICH & CO. — HAVERHILL.

On April 13 the Board was credibly informed of a controversy between Hazen B. Goodrich & Co. of Haverhill and their lasters and beaters-out. The customary inquiries were made, with offers of mediation. The parties came together, and on May 4 a letter was received announcing that the controversy had been settled.

In a few weeks, however, it was renewed, and on July 27 an application, alleging a dispute as to prices for several items of work, was received. Meetings were had with a view to adjusting the matter informally, and some points in dispute were eliminated. On September 20 the application was filed. The parties desired investigation by experts, but a month elapsed before they named fit persons, and these, for one reason or another, could not give their whole time to the task, and the Board was unable to have a final conference with them, as required, before December 8.

On the 15th of December the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Hazen B. Goodrich & Co., shoe manufacturers of Haverhill, and employees in their lasting department. (130)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Hazen B. Goodrich & Co. to employees engaged in lasting and beating out in said department at Haverhill for work as there performed: —

LASTING AND BEATING OUT.

	Per Pair, Per Part.
Women's turned shoes: —	
Other than strap sandal: —	
Excepting third grade (by agreement),	$0 05
Third grade,	04½
Strap sandal (except No. 26 last),	04
No. 26 last (by agreement),	04
Oxford, No. 26 last (by agreement),	04
Lace Oxford, Blucher Oxford, grade 3 (except No. 26 last),	04½
Shoes made on last No. 17 or No. 28, extra (by agreement),	00½
Shoes made on last No. 35, extra,	00½
Low-cut button, minimum,	05½
Chantecler (4-strap),	06
Satin or velvet boots,	12
Men's turned shoes: —	
All calf, other than ooze,	05
Russia calf (by agreement),	05½
Hair calf (by agreement),	05½
Everett, Columbia,	05

By the Board,
BERNARD F. SUPPLE, *Secretary.*

Result. — A dispute arose immediately as to the second item, as above stated, whether it included all shoes of that description or only a part of the product. The parties met at

the State House on February 20, 1911, when it appeared that a part of the product was not included in the submission filed on September 20. The Board so stated in a letter sent to the employer on February 21. The employer accepted the ruling and the dispute was ended.

J. H. WINCHELL & CO., INC. — HAVERHILL.

Treeing has for a purpose the removal of matter foreign to the surface of shoes. The piece prices in vogue in shoe factories are calculated to afford earnings commensurate with the average skill and capacity of competent workmen. If shoes in process could be kept unsoiled, there would be little, if any, need of a treer; but when the product continues to come to the treeing department with an extraordinary amount of misplaced material, his earnings fall below what he believes to be his due.

Since it is impossible to establish how much grime is ordinary and how much excessive, it is obvious that problems which seek such solution are best determined by agreement of the parties in interest. A controversy on that subject arose between J. H. Winchell & Co., Inc., in Haverhill, and treers there employed. The Board brought the disputants together and induced an agreement on April 14.

J. H. WINCHELL & CO., INC. — HAVERHILL.

On April 21 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer, and employees in its lasting department at Haverhill. (16)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by J. H. Winchell & Co., Inc., to employees in said department at Haverhill for work as there performed: —

GOODYEAR-WELT DEPARTMENT.

	Per 12 Pairs.
Heel-and-toe lasting on No. 5 bed machine: —	
Plain-toed,	$0 21
Regular leather,	22
Regular leather, 94, 95, 96 and 97 last,	24
Patent-leather,	26
Patent-leather, 94, 95, 96 and 97 last,	28
Sample, price and one-half.	
Colored, extra, per pair, $0.00¼.	
Side-lasting, Consolidated Hand-method machine,	08

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer, and employees in its sole-leather department at Haverhill. (22)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that per week of 55 hours $12 be paid by J. H. Winchell & Co., Inc., to second men in said department at Haverhill for putting up stock as the work is there performed.

By agreement of the parties this decision shall take effect from January 15, 1910.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

GEORGE H. SNOW COMPANY — BROCKTON.

On April 22 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between George H. Snow Company, shoe manufacturer, and employees in its edgemaking department at Brockton. (17)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the prices paid by George H. Snow Company at Brockton for trimming and setting edges on shoes sold for $2.25 per pair or less, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

STREET RAILWAYS — CONNECTICUT VALLEY.

On Sunday, May 1, a hurried call from Springfield announced that a strike was impending in the system of street railways that connect the towns and cities situated up and down the valley of the Connecticut River.

The mayor of Springfield, and the representatives of the companies operating the street cars of Springfield and the suburbs, and of the workmen involved, were interviewed separately on that day in Springfield. Conciliation was explained, and the parties in interest promised not to have recourse to harsh measures before employing the means that the law has provided; but they did not come together for several days. The statute of 1886, providing arbitration by a State Board and by local boards, was explained. The parties concluded to form a local board and leave the controversy

to its judgment. The contemplated strike was abandoned. This Board subsequently secured from the sergeant-at-arms a room at the State House for the local board, where a hearing was had during several days. A decision was rendered, but no copy was ever filed with this Board, as the law directs.

T. D. BARRY COMPANY — BROCKTON.

On May 3 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, shoe manufacturer, and employees in the stitching department in its factories Nos. 1 and 2 at Brockton. (6)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that 7 cents per 24 pairs be paid by T. D. Barry Company to employees of said department in factories Nos. 1 and 2 at Brockton for stitching labels as the work is there performed.

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, shoe manufacturer, and employees in the stitching department of its Factory No. 2 at Brockton. (24)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the prices paid by T. D. Barry Company in its Factory No. 2 at Brockton for folding tips by machine and cementing by hand for machine tip-folding as the work is there performed.

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, shoe manufacturer, and employees in the treeing department of its Factory No. 2 at Brockton. (9)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the price for treeing calf or Cordovan, palm finish, in Factory No. 2 of T. D. Barry Company at Brockton shall be 72 cents per 24 pairs; that there be no change in the prices paid for the following items: —

Calf, Cordovan, rag finished.
Patent-leather, cleaned.
Velours, gun-metal, kangaroo, box-calf, oil-calf, kangaroo-kip, cleaned and one coat of filler.
Russia-calf, washed and polished one coat.
Single.
Sample.
Vici on power machine, hour work.
Hour work on regular machine.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

CHURCHILL & ALDEN COMPANY — BROCKTON.

On May 3 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer, and employees in its finishing department at Brockton. (18)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that 6 cents per 12 pairs be paid by Churchill & Alden Company to employees

in said department at Brockton for waxing, padding, brushing and keying heels on Harlow machine as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

PRESTON B. KEITH SHOE COMPANY — BROCKTON.

The following decision was rendered on May 3: —

In the matter of the joint application for arbitration of a controversy between Preston B. Keith Shoe Company and employees in its treeing department at Brockton. (25)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that 28 cents per hour be paid by Preston B. Keith Shoe Company to employees in said department at Brockton for treeing as there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

HOWARD & FOSTER COMPANY — BROCKTON.

The following decision was rendered on May 3: —

In the matter of the joint application for arbitration of a controversy between Howard & Foster Company, shoe manufacturer, and employees in its treeing department at Brockton. (26)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that 28 cents per hour be paid by Howard & Foster Company to employees in said department at Brockton for treeing as there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

CARPENTERS — SPRINGFIELD.

On May 4 the journeymen carpenters of Springfield gave notice that "on and after May 9, 1910, 44 hours shall constitute a week's work, with a half holiday on Saturday, with the minimum wages of $0.44⅓ per hour." The 44-hour week was granted to a majority of the men by a minority of the employers. A majority of the master carpenters, employing a minority of workmen, alleged various reasons for not granting the request, and a series of negotiations followed between the two sections of the employers, into which the representative of the workmen was called from time to time. These desultory conferences led to much confusion.

On May 24 a citizen of Springfield, not a party to the controversy, informed the Board of a desire in various quarters for an adjustment of differences before a possible outbreak of hostilities, and the Board interposed. An application for arbitration was received from W. J. LaFrancis, submitting to the decision of this Board the matter of the notice of May 4, stated above. The next day Fred T. Ley & Co., Inc., joined in the submission. The Board endeavored to procure settlements with the others, to be based upon the award in this case, but the master carpenters, who met that evening, refused to consider it, fearing, they said, that it might disrupt their organization. The next day, however, some of those who did not approve of the action of the meeting signified a desire for a conference. The Board thereupon arranged a meeting of parties, but they separated without agreement.

An agreement was finally reached by Fred T. Ley & Co., Inc., and carpenters, further action on their application was

then unnecessary, and the Board withdrew. Individually, from time to time, the employers granted the demand, until all but two were in agreement with the men. All the workmen in interest were employed and contented, and the dispute was at an end.

GLOBE MATTRESS COMPANY — BOSTON.

A controversy in a branch of upholstery arose in the spring between the Globe Mattress Company and some of its employees in Boston. Early in May the Board's attention was drawn to it, and after separate interviews the parties were induced to meet to discuss a settlement. There had been a strike and some misunderstanding, and the employer was inclined to other methods of business which would not require the employment of workmen of the strikers' grade. The parties met in the presence of the Board on the 9th and 18th of May, and came into accord on the 21st. The upholsterers' union was loth to ratify the agreement and to declare the strike off, but the controversy was not renewed.

C. M. BRETT COMPANY — HUDSON.

On the fifteenth day of May the lasters and lasting-machine operators in the factory of C. M. Brett Company at Hudson went on strike, for the alleged reason that they could not make a fair day's pay because of a change in the style of lasts.

The Board promptly communicated with both parties, and its services were accepted; but direct negotiations were re-

sumed by the parties, and the Board limited its activities to giving advice when requested, until June 14, when both parties appeared by invitation and conferred in the presence of the Board on how best to settle their differences. The matter, however, was destined to rest in abeyance for another fortnight. On June 17 all hands returned to work, pending arbitration. On August 26 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between C. M. Brett Company, shoe manufacturer of Hudson, and employees in its lasting department. (80)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by C. M. Brett Company to employees in said department at Hudson for work as there performed: —

	Per 12 Pairs.
Consolidated Hand-method machine: —	
Men's cap-toed,	$0 12
Men's high-toed,	13
Men's plain-toed,	10
Boys', youths' and little gents',	10
Boys', youths' and little gents', high-toed,	11
Pulling-over machine: —	
Plain-toed,	04
Cap-toed,	05
High-toed,	06
Assembling: —	
Plain-toed,	12
Cap-toed,	14
High-toed,	16
Hand-pulling: —	
Cap-toed,	27
Plain-toed,	24

	Per 12 Pairs.
Hand-pulling — *Concluded.*	
Boys', youths' and little gents',	$0 21
Elkskins, cap-toed,	27
Elkskins, plain-toed,	24
Large sizes: —	
Men's cap-toed above 11,	27
Men's plain-toed above 11,	24
High-toed, regular,	28
Hand-lasting: —	
Boys', youths' and little gents',	40
Boys', youths' and little gents', high-toed,	43
Sole-laying,	05

Sample, 12 pairs and over, price and one-half.
Sample, under 12 pairs, price and one-half.

By agreement of the parties this decision shall take effect as of date of June 17, 1910.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

RICE & HUTCHINS — MARLBOROUGH.

A strike of 40 employees in the lasting department of Rice & Hutchins's Middlesex factory at Marlborough took place on May 16 because of the enforcement of a rule relative to temporary absences. The employer did not regard the difficulty as one of serious consequence and several days elapsed before attention was aroused to the need of settlement. The workmen in the other two factories of the company in that city were considering a proposition to quit work, in sympathy with their fellow-members of the union then out, when the Board, which had tendered its offices as mediator, renewed its efforts to induce an agreement, or at least to postpone a general strike of 175 lasters, which would involve thousands of other employees. A visit on May 23 was made to Marlborough and local influences were enlisted, with the effect

that the sympathetic strike was abandoned. On the following day the parties met in the mayor's office and concluded an agreement whereby all the strikers returned to work.

T. D. BARRY COMPANY — BROCKTON.

On May 19 a hearing was given on the joint application of T. D. Barry Company and employees in the stitching department of Factory No. 3. The matters in dispute, which related to prices for certain items of folding, were carefully considered, and the employer made an offer of settlement, which was subsequently made the subject of a letter addressed by the Board on May 24 to the employees. On the 25th, word was received that the offer was accepted and the controversy terminated. The application was accordingly placed on file.

W. & V. O. KIMBALL COMPANY — HAVERHILL.

The following decision was rendered on May 26: —

In the matter of the joint application for arbitration of a controversy between W. & V. O. Kimball Company, shoe manufacturer of Haverhill, and stockfitters and wet-leather workers. (35)

Having considered said application and heard the parties by their duly authorized representatives, and investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, the Board awards that the following prices be paid by W. & V. O. Kimball Company in Haverhill for work as there performed: —

STOCKFITTING.

	Per Week of 55 Hours.
Stock rolling,	$12 00
Skiving stock,	12 00
Rounding stock,	14 50

	Per Week of 55 Hours.
Cutting innersoles,	$13 00
Channeling stock,	14 50
Laying taps,	13 00
Trimming taps,	13 00
Turning channels,	13 00
Tap fitting,	13 00
All-around stockfitter,	14 50
Moulding soles,	13 00
Spreading glue,	10 00
Stripping welt by machine,	12 00
Continuous channeling machine,	14 50
Tacking in welt,	13 00
Tacking in wood shank,	10 00
Gouging and wetting up stock,	10 00
Scarfing welt,	7 50

WET-LEATHER WORK.

	Per Week of 55 Hours.
Cutting taps on block,	$13 00
Cutting taps, counters and toplifts by machine,	13 00
Grading taps,	13 00
Moulding heels,	9 00
Splitting wet stock,	12 00
Rolling wet stock,	12 00

By the Board,
BERNARD F. SUPPLE, *Secretary.*

SEYMOUR & JACKSON CORPORATION — LYNN.

On May 26 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Seymour & Jackson Corporation, shoe manufacturer of Lynn, and employees in its cutting department. (20)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Seymour & Jackson Corporation to employees in said department at Lynn for work as there performed: —

CUTTING BY HAND.

	Per Pair.
All button boots, extra over Polish,	$0 00½
High-cut button, extra over regular button,	00½
Finger foxing style, no extra over regular foxing.	
Boot backstays,	00½
Oxford backstays,	00¼
All tongues on boots or Oxford,	00¼

By agreement of the parties this decision shall take effect as of date of February 2, 1910.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

J. H. WINCHELL & CO., INC. — HAVERHILL.

On May 26 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer, and employees in its heeling department at Haverhill. (31)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by J. H. Winchell & Co., Inc., to employees in said department at Haverhill for work as there performed: —

GOODYEAR WELTS.

	Per 12 Pairs.
Heeling on the last,	$0 06½
Slugging on the last,	03
Shaving on the last,	04
Breasting on the last,	02
Sample, price and one-half.	

By the Board,
BERNARD F. SUPPLE, *Secretary.*

W. H. NOYES & BROTHER COMPANY — NEWBURYPORT.

On May 26 notice of a strike or lockout in the factory of W. H. Noyes & Brother Company, manufacturer of combs at Newburyport, was received from the mayor of that city.

Investigation revealed that three or four men had been discharged for cause, and that there had been no cessation of industry or shortage of help.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

The following decision was rendered on May 31: —

In the matter of the joint applications for arbitration of a controversy between W. L. Douglas Shoe Company and employees in its sole-leather department at Brockton. (27, 28)

Having considered said applications and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversies, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to employees in said department at Brockton, per day of nine hours, for work as there performed: —

Cutting outsoles,	$3 00
Cutting insoles,	2 75
Casing insoles (no sorting): —	
Man who gives out work,	2 50
All others,	2 00
Stamping insoles,	1 75
Cutting boxes (by agreement),	2 50
Scouring boxes by hand,	2 00
Cutting taps (by agreement),	2 50
Goodyear channeling,	2 85
Turning channels,	2 00
Gem trimming,	2 00
Gem cloth cutting,	2 00

Compressing heels,	$2 25
Compressing top-pieces,	2 25
Cutting heel-lifts by machine,	2 25
Cutting heel-lifts by hand,	2 25
Sorting outsoles, per week, $17.	
Rounding soles,	2 50
Rolling and skiving insole stock: —	
Man who gives out work,	2 50
All others,	2 25
Tacking rands, per 100 pairs, $0.11.	

By the Board,
BERNARD F. SUPPLE, *Secretary.*

Z. Y. CHASE & SONS, COOLIDGE ICE COMPANY, INDEPENDENT ICE COMPANY, LYNN ICE COMPANY — LYNN.

On June 7 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Z. Y. Chase & Sons, Coolidge Ice Company, Independent Ice Company and the Lynn Ice Company, of Lynn, and ice-team drivers in their employ. (50)

Having considered said application, heard the parties by their duly authorized representatives, and investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, the Board awards that during the months of November, December, January, February, March and April $13 a week shall be paid to ice-team drivers by said ice dealers at Lynn for work as there performed.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

M. N. ARNOLD COMPANY — ABINGTON.

On June 9 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between M. N. Arnold Company and employees in the stitching department of its shoe factory at Abington. (29)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that $2 per day of nine hours be paid by M. N. Arnold Company to employees in said department at Abington for snipping, cementing and folding as the work is there performed.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

GEORGE E. KEITH COMPANY — BROCKTON.

The following decision was rendered on June 9: —

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and employees in the stitching department of its factories Nos. 1, 2 and 3 at Brockton. (32)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by George E. Keith Company to employees in said departments of factories Nos. 1, 2 and 3 at Brockton for work as there performed: —

Holding underlay and stitching single row on pump ties, except grade 6 goods (no trimming), per 12 pairs, ...	$0 12

By the Board,
BERNARD F. SUPPLE, *Secretary.*

PRESTON B. KEITH SHOE COMPANY — BROCKTON.

The following decision was rendered on June 9: —

In the matter of the joint application for arbitration of a controversy between Preston B. Keith Shoe Company and employees in the stitching departments of factories Nos. 1 and 2 at Brockton. (34)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that 8 cents per 12 pairs be paid by Preston B. Keith Shoe Company in Factory No. 1 for snipping, cementing and folding whole-front button Oxford by hand, slim sides of tops and full sides of tops; and that there be no change in the prices as now paid for the following items of work: —

FACTORY NO. 1.

Snipping, cementing and folding: —
- Blucher Oxford by machine, 2d operation.
- Blucher Oxford by hand, complete.
- Pump ties (Nos. 36, 37, 43) by hand, complete.
- Oxford, complete.
- Button Oxford: —
  - Slim sides of tops.
  - Full sides of tops with special points of button flies.

FACTORY NO. 2.

Snipping, cementing and folding: —
- Blucher Oxford, 1st operation (noses), by machine.
- Blucher Oxford, 2d operation, by machine.
- Blucher Oxford, complete, by hand.
- Pump ties (Nos. 36, 37, 43) complete, by hand.
- Oxford, complete, by hand.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

M. A. PACKARD COMPANY — BROCKTON.

On June 15 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between M. A. Packard Company, shoe manufacturer, and employees in the stitching department of its Factory No. 1 at Brockton. (21)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that 7 cents per 12 pairs be paid by M. A. Packard Company to employees in said department of Factory No. 1 at Brockton for stitching tips on 2-needle machine as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

CASPAR RANGER — HOLYOKE.

Notice of a strike of carpenters recently employed by Caspar Ranger of Holyoke was received on Saturday, June 18, from a prominent citizen, with an urgent request to mediate as soon as possible. On the following Monday the Board had separate interviews with the parties. The carpenters claimed that Mr. Ranger was employing men at rates of wages below those which were current in Holyoke. Mr. Ranger asserted that the men in question were not carpenters of skill and capacity, and that they were required only for the roughest kind of work.

In a few days the parties effected a good understanding.

M. N. ARNOLD COMPANY — ABINGTON.

On June 21 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between M. N. Arnold Company, shoe manufacturer, and employees in its vamping department at Abington. (30)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by M. N. Arnold Company to employees in said department at Abington for work as there performed: —

VAMPING WITHOUT BARRING.

	Per 12 Pairs.
Single needle: —	
Regular Blucher,	$0 22
Regular Blucher Oxford,	22
College Oxford,	25
Seamless Blucher: —	
Green-tagged,	40
XXX,	42½
Button boots or bal: —	
White-tagged,	27½
XXX (by agreement),	30
Two-eyelet Oxford tie,	22
Pink-tagged, extra,	04
Double needle: —	
Button boots, bal or Congress: —	
Green-tagged,	20
White-tagged,	20
XXX (by agreement),	22
Day work, 33⅓ cents per hour.	
Storm Blucher, 2 rows, 33⅓ cents per hour, or,	30
Extra row (by agreement),	10

By the Board,
BERNARD F. SUPPLE, *Secretary.*

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

The following decisions were rendered on June 21: —

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company and employees in the sole-fastening department of its Factory No. 3 at Brockton. (39)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to employees in said department of Factory No. 3 at Brockton for work as there performed upon the grade of shoes sold to the trade at $2.25 per pair or less: —

WELT WORK.

	Per 12 Pairs.
Goodyear welting (old machine or New Rapid machine),	$0 15
Goodyear stitching,	18
Roughrounding,	08

Sample, single pairs: —

Goodyear welting, price and one-half.
Goodyear stitching, price and one-half.
Roughrounding, price and one-half.

McKAY WORK.

McKay sewing (old machine or new machines, Rapid and Richardson),	$0 07½
Fair stitching, ball to ball (before soles are tacked on),	04
Fair stitching, heel to heel (before soles are tacked on, including welt),	06

By agreement of the parties this decision shall take effect as of date of January 1, 1910.

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company and employees in the solefastening departments of its factories Nos. 1 and 2 at Brockton. (42)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to employees in said departments of factories Nos. 1 and 2 at Brockton for work as there performed: —

	Per 12 Pairs.		
	Factory No. 1, $5 Grade,	Factory No. 1, $4 Grade,	Factory No. 2, $3.50 Grade.
Goodyear welting, ...	$0 22	$0 21	$0 19
Goodyear stitching, ...	24	23	21
Roughrounding, ...	12	10	09

Sample, single pairs: —

Goodyear welting, price and one-half.
Goodyear stitching, price and one-half.
Roughrounding, price and one-half.

By agreement of the parties this decision shall take effect as of date of January 1, 1910.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

CHARLES A. EATON COMPANY — BROCKTON.

The following decision was rendered on June 21: —

In the matter of the joint application for arbitration of a controversy between Charles A. Eaton Company, shoe manufacturer, and employees in its solefastening department at Brockton. (43)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert

assistants nominated by the parties, the Board awards that the following prices be paid by Charles A. Eaton Company to employees in said department at Brockton for work as there performed: —

Roughrounding: —	Per 12 Pairs.
$5-grade shoes,	$0 12
$4-grade shoes,	10
$3.50-grade shoes,	09

Sample, price and one-half.
Single pairs, price and one-half.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

GEORGE E. KEITH COMPANY — BROCKTON.

On June 21 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and vampers in its employ at Brockton. (33)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by George E. Keith Company to vampers in its employ at Brockton for work as there performed upon all grades of shoes except grade 6 in Factory No. 2 and custom-made Walkover pink-tag shoes in Factory No. 1: —

	Per 12 Pairs.
Blucher and Blucher Oxford, no change.	
Blucher, ordinary height, one-half bellows tongue, with bar,	$0 30
Blucher, bellows tongue, 3 rows, coarse-fitted, with bar,	38
Oxford, Nos. 21 and 31, 1-needle machine, 2 rows, no change.	

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and vampers in its employ at Brockton. (38)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the

work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by George E. Keith Company to vampers in its employ at Brockton for work as there performed: —

Vamping No. 9 foxed-quarter Oxford, per 12 pairs, . . . $0 23

By the Board,
BERNARD F. SUPPLE, *Secretary.*

W. & V. O. KIMBALL COMPANY — HAVERHILL.

The following decisions were rendered on June 21: —

In the matter of the joint application for arbitration of a controversy between W. & V. O. Kimball Company, shoe manufacturer, and employees in its factory at Haverhill. (36)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. & V. O. Kimball Company to employees in its factory at Haverhill for work as there performed: —

	Per Hour.
Treeing,	$0 25
Stamping,	17 3/11

In the matter of the joint application for arbitration of a controversy between W. & V. O. Kimball Company, shoe manufacturer, and employees in its lasting department at Haverhill. (37)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by W. & V. O. Kimball Company to employees in said department at Haverhill for work as there performed: —

	Per 12 Pairs.
Pounding-down machine: —	
No. 194 last,	$0 04½
All others,	04

By the Board,
BERNARD F. SUPPLE, *Secretary.*

WILLIAM PORTER & SON, INC. — LYNN.

The following decision was rendered on June 21: —

In the matter of the joint application for arbitration of a controversy between William Porter & Son, Inc., shoe manufacturer, and employees in its stitching department at Lynn. (40)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by William Porter & Son, Inc., to employees in said department at Lynn for work as there performed: —

	Per 36 Pairs
Cylinder vamping: —	
Close row,	$0 70
Perforated button, 2-needle, space,	78
Blucher Polish, 2-needle, space,	1 08
Pump stitching (by cylinder vampers): —	
2-strap,	72
4-strap,	1 10
Backstay stitching: —	
Regular short,	16
Oxford,	16
English,	20
Tip stitching, plain tipped,	10

By agreement of the parties this decision shall take effect as of date of February 24, 1910.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

On July 7 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company and employees in the stitching department, factories Nos. 1, 2 and 3, at Brockton. (62A)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid for work as performed upon the specified items, being a part of the list submitted, namely: —

$4 GRADE.

	Per 24 Pairs.
Stitching boxes to vamps, 2-needle machine (Wedge system),	$0 06
Folding vamps: —	
Snipping,	01
Cementing and folding short (Oxford),	10
Staying tops: —	
Backs, bal, button, foxed Blucher, seamless Blucher, blind seam, 1-needle,	11
Leather tape, 2-needle, backs,	08
Outside stay through top only, 1-needle,	12
Fronts, button, blind, 1-needle,	12
Backs, button, blind, 1-needle, regular height,	11
Rubbing seams, tops and vamps (day): —	
First 3 months, $1.25 a day.	
Next 3 months, $1.50 a day.	
Next 3 months, $1.75 a day.	
Thereafter, $2 a day.	
Rubbing lining when specified as day work: —	
First 3 months, $1 a day.	
Next 3 months, $1.50 a day.	
Thereafter, $1.75 a day.	
Stitching eyelet rows: —	
Bal: —	
Plain, 2-needle,	09
Anchor, 1-needle,	11½

	Per 24 Pairs.
Stitching eyelet rows — *Concluded.*	
Bal — *Concluded.*	
Anchor, 2-needle,	$0 14
No. 9 perforated, 1-needle, 2 rows,	15
Oxford: —	
No. 7 plain, 1-needle,	07
No. 7 plain, 2-needle,	09
No. 9, Union Special, 1 row,	07
No. 9, Singer, 2 rows,	09
Foxed Blucher and seamless Blucher: —	
No. 7, 2-needle,	09
Anchor, 1-needle,	11½
Anchor, 2-needle,	14
Whole-quarter Blucher: —	
No. 7, 2-needle,	09
No. 70, 2-needle,	20
Blucher Oxford: —	
No. 7, 1-needle,	07
No. 70, 2-needle,	20
Sailor tie, No. 8 perforated, no change.	
Pasting hookstays, high shoes,	04
Stitching foxings: —	
Blucher, 1-needle, 2 rows (including Jersey if stitched as plain),	35
Blucher Oxford, counter stay, 2-needle,	15
Seamless Blucher Oxford (stitching quarter and lace stay, 2 rows close, 2-needle),	28
Stitching Blucher tongues: —	
Foxed and whole-quarter Blucher, Blucher Oxford and seamless Blucher, doublers, stay, linings cemented, tongues held by stitcher (1 row): —	
New pattern, crimped vamps,	12
New pattern, uncrimped vamps,	10
Bellows-tongued Blucher, stitching tongues, doublers, stay and lining cemented in, no change.	
Stitching gores: —	
Congress, front and back with V, no change.	
Southern Congress, front and back with V, no change.	
Prince Albert, front and back with V, no change.	
Marshall Congress, gores complete, no change.	
Eyeleting, bal and Blucher, Duplex,	04
Stitching tips: —	
Regular tips, 2-needle, Singer machine, 4 rows (old method),	14
Regular tips, 1-needle, Singer machine, 2 rows (old method),	12

	Per 24 Pairs.
Lining Blucher vamps: —	
Full doubling,	$0 05
Side lining,	04
Sticking on stays (stays cut and cemented for operator),	03
Long center stays on vamps (extra),	02
Folding: —	
Foxed Blucher, whole-quarter Blucher, seamless Blucher, snipping, cementing and folding fronts (Booth machine),	09
Harvard Blucher, snipping, cementing and folding, all around, by hand,	20
Blucher Oxford: —	
Cementing and folding, by hand,	15
Snipping, cementing and folding, by hand,	16
Snipping, cementing and folding: —	
Noses,	07
Hand finish,	09
Lace Oxford: —	
Cementing and folding (rounded corner), by hand,	11
Snipping, cementing and folding (rounded corner),	12
Whole-front button Oxford, snipping, cementing and folding tops and button piece and sticking tape by hand (rounded corner),	24
Button Oxford with button flies, snipping, cementing and folding and sticking tape by hand to button flies (rounded corner),	24
Regular button boots with button flies, snipping, cementing and folding and sticking tape by hand to button flies (rounded corner),	24
Sailor tie: —	
Snipping, cementing and folding by hand,	16
Small outside stays, bal, Blucher and Blucher Oxford, cementing and folding by hand,	07
Seaming leather linings: —	
Bal, button, Blucher (Southern tie backs), Congress backs,	05
Leather foot-linings or counter pocket,	05
Seaming tops (blind seam): —	
Backs, regular: —	
Bal, foxed Blucher, seamless Blucher, button, Blucher Oxford, Southern tie, button Oxford, lace Oxford, sailor tie, Harvard Blucher, Prince Albert, Congress,	05
High-cut bal,	07
High-cut Blucher,	08
Klondike Blucher,	12

	Per 24 Pairs.
Seaming tops (blind seam) — *Concluded.*	
Shooting boots,	$0 15
Whole-quarter Blucher,	07
Seaming foxings: —	
Regular,	05
Jersey,	10
Harvard Blucher,	05
Seaming button flies: —	
Regular height,	10
Button Oxford flies,	10
Seaming vamps: —	
Regular,	05
Jersey,	10
Seaming vamps (blind seam): —	
Single seam,	05
Jersey,	10
Undertrimming: —	
Held on, Blucher Oxford, lace Oxford, button Oxford; Southern tie, backs; sailor tie,	24
Storm King, bal and Blucher with bellows tongue,	48
Making buttonholes: —	
Working and marking, $0.08½ per 100.	
Finishing by machine, $0.03½ per 100.	
Seaming toe linings: —	
Button, button Oxford,	05
Seaming toe linings and stitching down tongues: —	
Bal, lace Oxford,	06
Staying linings: —	
Bal, foxed Blucher, button, whole-quarter Blucher, seamless Blucher, Harvard Blucher,	08
Making linings (complete): —	
Blucher Oxford, sailor tie, held on: —	
Lap,	05
Two seams,	10
Lace Oxford: —	
Lap,	05
Hold and stitch toe pieces,	08
Hold and stitch tongues,	05
Two seams (extra),	05
Button Oxford: —	
Lap,	05
Hold and stitch toe pieces,	08
Two seams (extra),	05

	Per 24 Pairs.
Pasting eyelet facings: —	
Bal and Blucher,	$0 05
Bal and Blucher (web top facing),	06
Stitching eyelet facings: —	
Bal (holding tongues),	08
Blucher,	07
Top-facing (with reel and gauge, stitching to lining): —	
Bal, seamless Blucher, whole-quarter Blucher, foxed Blucher and button,	06

$3.50 GRADE.

Lining tips,	03
Turning tops, by hand: —	
Bal, foxed Blucher, whole-quarter Blucher, seamless Blucher and button,	14
Closing on tops and linings: —	
Bal, Blucher and button,	09
Congress, front and back to gore,	27
Stitching boxes to vamps, 2-needle (Wedge system),	06
Folding vamps: —	
Snipping,	01
Cementing and folding short (Oxford),	10
Staying tops: —	
Backs: —	
Bal, button, foxed Blucher, seamless Blucher, blind seam, 1-needle,	10
Outside stay through top only,	10
Outside stay through top and lining (formed before staying),	12
Whole-quarter Blucher, No. 1 stay: —	
Strap held in,	20
Strap not held in,	16
Whole-quarter Blucher, No. 2 stay, strap held in,	no change.
Whole-quarter Blucher, high-cut, skeleton-lined top, bottom,	
Storm King Blucher (blind seam, outside stay),	
Klondike Blucher (blind seam, outside stay),	
Hunting Blucher,	
Jumbo Blucher,	
Harvard Blucher, blind seam, 2-needle,	
Regular high-cut, foxed, 2-needle,	
Congress, arm machine, stay held in,	16
Leather-lined shoes, strap held, 1-needle (bal, button, seamless Blucher and foxed Blucher),	12
Prince Albert, blind seam with strap,	12

	Per 24 Pairs.
Staying tops — *Concluded.*	
Backs — *Concluded.*	
Blucher Oxford and low Oxford straight, outside backstay, 1-needle,	$0 10
Blucher Oxford and low Oxford tie, outside backstay, 1-needle,	16
Button, blind, 1-needle,	10
Fronts: —	
Button Oxford, tabs held in,	12
Button, blind, 1-needle,	11
Rubbing: —	
Regular backs,	01½
First 3 months, $1.25 per day.	
Next 3 months, $1.50 per day.	
Next 3 months, $1.75 per day.	
Thereafter, $2 per day.	
Regular foxings, Jersey foxings, no change.	
Button flies,	03
Leather linings, bal, button, Blucher, Southern tie, backs,	02
Linings, day work: —	
First 3 months, $1 per day.	
Next 3 months, $1.50 per day.	
Thereafter, $1.75 per day.	
Stitching eyelet rows: —	
Bal, plain, 1-needle,	07
Bal, plain, 2-needle,	08½
No. 14, 2-needle,	08½
Anchor, 1-needle,	10
Anchor, 2-needle,	12
No. 9 perforated, 1-needle, 2 rows,	14
Foxed Blucher and seamless Blucher: —	
No. 7, 1-needle,	07
No. 7, 2-needle,	08½
Anchor, 1-needle,	10
Anchor, 2-needle,	12
Whole-quarter Blucher: —	
No. 7, 1-needle,	07
No. 7, 2-needle,	08½
No. 70, 1-needle,	16
No. 70, 2-needle,	18
Sailor tie, No. 8 perforated, no change.	
Blucher Oxford: —	
No. 7, 1-needle,	06
No. 70, 1-needle,	16

	Per 24 Pairs.
Stitching eyelet rows — *Concluded.*	
Blucher Oxford — *Concluded.*	
No. 70, 2-needle,	$0 18
No. 50, 2 rows, space,	32
Imitation collar, / Imitation-A stay, counter stay, / No. 71, 3 rows, / Stitching on collar,	$2 to $2.50 per day.
Regular Oxford: —	
No. 7 plain, 1-needle,	06
No. 7 plain, 2-needle,	07
No. 21–309 perforated, 1-needle, 2 rows,	32
Pasting hookstays, bal, Blucher, button and Oxford,	04
Stitching foxings: —	
Blucher (including Jersey, if stitched as plain): —	
One-needle, 2 rows,	34
Two-needle,	21
Blucher Oxford, counter stays, 2-needle,	12
Stitching Blucher tongues: —	
Foxed and whole-quarter Blucher, Blucher Oxford and seamless Blucher, old pattern,	10½
Doublers, stays, linings cemented, tongues held by stitcher (1 row), new pattern,	08½
Bellows-tongued Blucher, stitching tongues, doublers, stays and linings cemented in, no change.	
Stitching gores: —	
Southern Congress, front and back with V,	20
Prince Albert, front and back with V, / Marshall Congress, gores complete,	no change.
Congress fronts and backs, pasting in front lining with front strap and turning gores,	36
Trimming: —	
With knife or welt awl, $2 per day.	
With shears, $1.25 to $1.50 per day.	
Stitching tips: —	
Regular tips, 4-needle Union Special, 3 and 4 rows (old method),	07½
Lining Blucher vamps: —	
Full doubling vamps,	04
Side lining vamps,	04
Sticking on stays (stays cut and cemented for operator),	02
Long center stays on vamps (extra),	02

	Per 24 Pairs.
Folding: —	
Foxed Blucher, whole-quarter Blucher and seamless Blucher: —	
Cementing and folding fronts, Boston machine,	$0 08
Cementing and folding fronts by hand,	10
Harvard Blucher, cementing and folding fronts, Boston machine,	08
Blucher Oxford: —	
Cementing and folding by hand,	15
Snipping, cementing and folding by hand,	16
Snipping, cementing and folding: —	
Noses (Booth machine),	07
Hand finish,	09
Lace Oxford: —	
Cementing and folding by hand (rounded corner),	11
Snipping, cementing and folding,	12
Sailor tie: —	
Snipping, cementing and folding by hand,	16
Button boots and button Oxford, cementing and folding button pieces and sticking tape and lining by hand,	14
Whole-front button Oxford, snipping, cementing and folding tops and button piece and sticking tape by hand,	20
Bal, snipping, cementing and folding, Bonney or Booth machines,	05
Undertrimming: —	
Button, short sides, stitching and turning, no trimming,	17
Making buttonholes: —	
Working and marking, $0.08½ per 100.	
Finishing by machine, $0.03½ per 100.	
Top-facing (no name); stitching to lining: —	
Bal, seamless Blucher, whole-quarter Blucher, foxed Blucher and button,	05
Seaming toe linings: —	
Bal, stitching down tongues,	05
Button and button Oxford,	04
Seamless Blucher,	07
Lace Oxford, stitching down tongues,	05
Seaming cloth linings: —	
Bal button Blucher and Congress back linings,	03
Congress and Southern Congress front linings, no change.	
Staying linings: —	
Bal, button, foxed Blucher, whole-quarter Blucher and seamless Blucher,	08

Staying linings — *Concluded.*	Per 24 Pairs.
Button Oxford: —	
Lap,	$0 04
Hold and stitch toe pieces,	08
Two seams (extra),	04
Making linings (complete): —	
Blucher Oxford and sailor tie, held on: —	
Lap,	04
Two seams,	08
Lace Oxford: —	
Lap,	04
Hold and stitch toe pieces,	08
Hold and stitch tongues,	05
Two seams (extra),	04
Pasting eyelet facings: —	
No top facing,	05
Bal and Blucher, web top facing,	06
Stitching eyelet facings and holding tongues: —	
Bal,	08
Blucher,	07
Seaming leather linings: —	
Bal, button, Blucher (Southern tie, backs), Congress backs,	05
Leather foot linings or counter pockets,	04
Prince Albert front,	05
Seaming tops (blind seam): —	
Backs, regular: —	
Bal, foxed Blucher, seamless Blucher, button, Blucher Oxford, Southern tie, button Oxford, lace Oxford, sailor tie, Harvard Blucher, Prince Albert and Congress,	05
Whole-quarter Blucher: —	
Z. Z.,	06
Blind,	07
Seaming foxings: —	
Regular,	05
Jersey,	10
Seaming button flies, regular height,	10
Seaming vamps (blind seam): —	
Single seam,	05
Jersey,	10
Undertrimming: —	
Lace Oxford, held on,	22
Button Oxford, cemented on,	17
Button Oxford, held on,	22
Southern tie, backs, held on,	20

	Per 24 Pairs.
Undertrimming — *Concluded.*	
Southern tie, backs, cemented on,	$0 18
Southern tie, fronts, no change.	
Bal, stitching and turning,	18
Folding: —	
Button Oxford with button flies, snipping, cementing and folding and sticking tape by hand to button flies,	22
Button boots with button flies, snipping, cementing and folding, sticking tape by hand to button flies,	22
NOT EXCEEDING $2.25 TO THE TRADE.	
Marking eyelet rows, plain,	02
Marking eyelet rows, all others,	03
Turning tops (not formed): —	
Bal by hand, foxed Blucher by hand, whole-quarter Blucher by hand, seamless Blucher by hand and button (facings not turned),	12
Closing on tops and linings, Congress, front and back to gore,	24
Folding vamps: —	
Snipping, no change.	
Cementing and folding, long or short, by hand,	08
Staying tops: —	
Backs: —	
Leather tape, 2-needle,	06
Outside stay, through top only,	08
Outside stay, through top and lining (formed before staying),	10
Outside stay, 2-needle, leather tape reel,	06
Whole-quarter Blucher, No. 1 stay,	13
Button, blind, 1-needle,	08
Congress arm machine, flat fitted,	14
Southern tie, straps held in,	12
Fronts, button Oxford, tabs held in, 1-needle,	08
Foxings, foxed Blucher: —	
Two-needle,	03½
Jersey, 2-needle, 2 seams,	07
Rubbing: —	
Regular backs,	01½
Button flies,	03
Congress back linings,	01½
Leather linings, Prince Albert front linings,	01½
Stitching eyelet rows: —	
Bal, anchor, 2-needle, Singer,	10
Bal, No. 9 perforated, 1-needle, 2 rows, Singer,	14

	Per 24 Pairs.
Stitching eyelet rows — *Concluded.*	
Foxed Blucher and seamless Blucher: —	
No. 7, 1-needle, Singer,	$0 06
No. 7, 1-needle, Union Special,	05
No. 7, 2-needle, Singer,	07
No. 7, 2-needle, Union Special,	06
Anchor, 2-needle, Singer,	10
Whole-quarter Blucher: —	
No. 7, 1-needle, Singer,	06
No. 7, 1-needle, Union Special,	05
No. 7, 2-needle, Singer,	07
No. 7, 2-needle, Union Special,	06
No. 70, 1-needle, Union Special,	13
No. 70, 2-needle, Singer,	15
Blucher Oxford: —	
No. 70, 1-needle, Singer,	15
Regular Oxford: —	
No. 7, plain, 2-needle, Singer,	06
No. 9, Union Special, 1 row,	04
Pasting hookstays, bal, Blucher, button and Oxford: —	
Short,	02
Long,	03
Stitching foxings: —	
Blucher (including Jersey, if stitched as plain): —	
One-needle, 2 rows,	26
Two-needle,	16
A stay, 2-needle,	10
Stitching Blucher tongues, foxed and whole-quarter Blucher, Blucher Oxford and seamless Blucher, doublers, stays, linings cemented, tongues held by stitcher (1 row), old pattern,	09
Trimming vamps, foxed Blucher, trimming foxings, bal, side lining, trimming button-fly lining, front seam, button vamps, sailor tie around tongue, Congress vamps, Southern tie, seamless Blucher, seamless Blucher and tongues, end of eyelet stay, whole-quarter Blucher, foxed Blucher; trimming tops for vamper (knife or welt awl), per day, $2.	
Eyeleting: —	
Bal and Blucher, Peerless Gang,	02½
Bal and Blucher, Peerless Rapid,	04
Blucher Oxford and lace Oxford, Peerless Rapid,	04
Southern tie and sailor tie,	04
Side-lining Blucher vamps,	03

	Per 24 Pairs.
Folding: —	
Foxed Blucher, whole-quarter Blucher, seamless Blucher, snipping, cementing and folding fronts by hand,	$0 10
Blucher Oxford, cementing and folding,	12
Blucher Oxford, snipping, cementing and folding,	13
Button Oxford, snipping, cementing and folding (without button flies),	07
Sailor tie: —	
Snipping, cementing and folding by hand,	13
Button pieces, button boots or button Oxford, cementing, folding and sticking tape and lining by hand,	12
Hooking, bal, foxed Blucher, whole-quarter Blucher, seamless Blucher (regular height),	03½
Seaming leather linings: —	
Leather foot linings or counter pockets,	04
Prince Albert fronts,	04
Seaming button flies, regular height, Singer,	09
Seaming button flies, regular height, Union Special,	08
Seaming button Oxford flies, Union Special,	07
Seaming vamps, blind seam, Union Special: —	
Single seam,	04
Jersey,	08
Undertrimming: —	
Blucher Oxford, held on,	18
Lace Oxford, held on,	18
Button Oxford, cemented on,	16
Southern tie, backs, cemented on,	16
Sailor tie, held on,	18
Seamless Blucher, cemented with V,	17
Bal, stitching and turning,	14
Blucher, stitching and turning, with V,	17
Button, stitching and turning, trimming one side, no V,	16
Making buttonholes: —	
Working and marking, $0.08½ per 100.	
Finishing by machine, $0.03½ per 100.	
Top-facing, stitching to lining: —	
Bal, seamless Blucher, whole-quarter Blucher, foxed Blucher, button: —	
Plain,	04
Name,	05
Seaming toe linings: —	
Button,	03
Button Oxford,	03

	Per 24 Pairs.
Seaming cloth linings: —	
Bal, button, Blucher and Congress back linings,	$0 03
Congress and Southern Congress front linings,	05
Making linings, holding and stitching toe pieces: —	
Button Oxford,	08
Lace Oxford (complete),	08
Stitching eyelet facings and holding tongues: —	
Bal,	07
Blucher,	06
Pasting eyelet facings: —	
Bal and Blucher,	04
Bal and Blucher, web top facings,	05

By agreement of the parties this decision shall take effect as of date of March 9, 1910.

NOTE. — The items of said application not included in the foregoing may be found in the award of August 30, page 106.

The following decisions were rendered on July 11: —

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company and bottomers employed in the Douglas Factory No. 1 at Brockton. (45)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to employees in the bottoming department of Factory No. 1 at Brockton for work as there performed, except on extra grades: —

	Per 12 Pairs.
Trimming toes by hand,	$0 03
Pulling tacks by hand and resetting,	04
Opening up channels,	01½
Reducing welts,	01½
Pulling lasts,	03

By agreement of the parties this decision shall take effect as of date of January 1, 1910.

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company and bottomers employed in the Douglas Factory No. 2 at Brockton. (46)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to bottomers employed in the Douglas Factory No. 2 at Brockton for work as there performed on shoes of the $3.50 grade: —

	Per 12 Pairs.
Trimming toes by hand,	$0 03
Pulling tacks by hand and resetting,	04
Pulling lasts,	03
Jointing, knifing, randing and fixing heels,	07

By agreement of the parties this decision shall take effect as of date of January 1, 1910.

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company and bottomers employed in the Douglas Factory No. 3 at Brockton. (47)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to bottomers employed in the Douglas Factory No. 3 at Brockton for work as there performed: —

WELT WORK IN $2.25 OR LOWER GRADES.

	Per 12 Pairs.
Pulling tacks by hand,	$0 02¾
Trimming inseams, pulling side and insole tacks, and butting welts,	09
Filling bottoms (Beste) and cementing welts,	03
Tacking butt of welts,	01½
Beating out welts,	02

	Per 12 Pairs.
Laying soles,	$0 03½
Nailing heelseats,	02
Opening up channels,	01½
Cementing and turning channels,	02
Trimming heelseats,	01½
Wheeling or fudge stitching, first operation,	02¼
Leveling, automatic,	03
Separating stitches,	03
Jointing, knifing, randing and fixing heels, $2 per day.	
Second wheeling,	02
Pulling lasts,	02¾

By agreement of the parties this decision shall take effect as of date of January 1, 1910.

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company and bottomers employed in the Douglas Factory No. 3 at Brockton. (48)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to employees engaged in bottoming in the Douglas Factory No. 3 at Brockton for work as there performed: —

McKay and Standard Nailing.

	Per 12 Pairs.
Putting in insole covers,	$0 02½
Cementing and laying channels and leveling,	04½
Jointing, knifing, randing and fixing heels, $2 per day.	
Putting in followers,	01½
Pulling out followers,	01½
Nailing heelseats, off lasts,	01¼

By agreement of the parties this decision shall take effect as of date of January 1, 1910.

By the Board,

Bernard F. Supple, *Secretary.*

TRIMOUNT MANUFACTURING COMPANY — BOSTON.

A foreman having incurred the displeasure of such members of the metal polishers' union as were employed by the Trimount Manufacturing Company in that part of Boston called Roxbury, a strike was declared. C. J. Driscoll, representing the men, brought the controversy to the notice of the Board on July 13. The Board acted as intermediary, but neither party would yield. The company had joined the Employers' Association, so called, an agency averse to mediation. The difficulty disappeared.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

On July 18 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company and finishers in its employ at Brockton. (49)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to employees in the finishing department at Brockton for work as there performed: —

$4 Grade.

	Per 24 Pairs.
Scouring top-pieces, 3 papers, brass slugs,	$0 05½
Scouring top-pieces, 3 papers, iron slugs,	07

$3.50 Grade.

Scouring top-pieces, 3 papers, full row, iron slugs,	06
Scouring top-pieces, 3 papers, ¾ row or less, iron slugs,	06

SHOES SOLD TO THE TRADE AT PRICES NOT EXCEEDING $2.25.

	Per 24 Pairs.
Scouring top-pieces, 3 papers, iron slugs, ...	$0 05
Scouring top-pieces, circlet slugs, no change.	
Single pairs, no change.	
Samples, no change.	

By agreement of the parties this decision shall take effect as of date of January 1, 1910.

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company and finishers in its employ at Brockton. (54)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in prices paid to employees engaged in scouring bottoms, pinwheel and Naumkeag attached, rivet shanks and cottage shanks, in the Douglas factories Nos. 1 and 2, and to such of the said company's employees as are engaged in scouring samples and single pairs at Brockton, except that said company shall pay such extra prices for finishing samples and single pairs as have been paid.

By agreement of the parties this decision shall take effect as of date of January 1, 1910.

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company and finishers in its employ at Brockton. (55)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to employees in the finishing department of Factory No. 3 at Brockton for work as there performed: —

	Per 12 Pairs.
Scouring heel, 2 papers,	$0 03½
Smoothing heel,	01½
Scouring bottom, pinwheel and Naumkeag attached,	06½
Blacking bottom, breast and top-piece,	03½
Staining bottom, breast and top-piece (rubber neck),	03½
Staining full bottom (rubber neck),	03
Staining forepart,	02½
Rolling, faking and brushing forepart (rubber neck),	03
Polishing forepart,	03
Gumming forepart,	03
Blacking shank and breast,	01½
Gumming bottom to heel,	03½
Rolling, faking and brushing shank and top-piece, and cleaning slugs,	05
Rolling, faking and brushing bottom and top-piece, and cleaning slugs (black),	08
Rolling, faking and brushing bottom and top-piece (rubber neck),	08
Rolling, faking and brushing full bottom (rubber neck),	06
Polishing top-piece, cleaning slugs,	02
Staining full bottom (bleach),	03
Polishing full bottom (bleach),	05
Bleaching forepart,	02½

By agreement of the parties this decision shall take effect as of date of January 1, 1910.

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company and treers employed in the Douglas factories Nos. 1 and 2 at Brockton. (51)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to employees in the treeing department in factories Nos. 1 and 2 at Brockton for work as there performed: —

FACTORY No. 1. — $5 AND EXTRA GRADES.

	Per 24 Pairs.
Patent-leather, plain, clean,	$0 70
Patent-leather, fancy tops, foxings, facings (extra),	05
Calf, palm finish,	72
Box calf, clean, one coat of filler,	30
Eli calf, clean, one coat of filler,	30
Velours calf, clean, one coat of filler,	30
Gun-metal, clean, one coat of filler and polish,	40
Oil calf, marks out, one coat of filler,	35
Shrewsbury grain, marks out, one coat of filler,	35
Black Norwegian, marks out, one coat of filler,	35
Black vici, clean, iron, one coat of filler,	60
Colored vici, clean, iron, one coat of dressing,	60
Glazed kangaroo, clean, iron, one coat of filler,	60
Russet and oil tan, clean and polish, one coat,	60
Russet and oil tan, clean and polish, two coats,	66
Ironing tops,	10

Work per hour, $0.28.

Work on Copeland treeing machine, per hour, $0.28.

For 2, 3 or 4 pair lots, no extra. The Board recommends that this work be paid by the hour.

FACTORY No. 1. — $4 GRADE.

Patent-leather, plain, clean,	$0 70
Patent-leather with fancy tops, foxings, facings (extra),	05
Calf, palm finish,	72
Calf, rag finish,	70
Oil calf, marks out, clean, one coat of filler,	40
Shrewsbury grain, marks out, clean, one coat of filler,	35
Siberian, marks out, clean, one coat of filler,	35
Black Norwegian, marks out, clean, one coat of filler,	35
Gun-metal, clean, one coat of filler, polish,	40
Black vici, clean, iron, one coat of filler,	60
Glazed kangaroo, clean, iron, one coat of filler,	60
Colored vici, clean, iron, one coat of dressing,	60
Russet and oil tan, clean, polish, one coat,	60
Russet and oil tan, clean, polish, two coats,	66
Ironing tops,	10

Work per hour, $0.28.

Work on Copeland treeing machine, per hour, $0.28.

For 2, 3 or 4 pair lots, no extra. The Board recommends that this work be paid by the hour.

FACTORY NO. 2. — $3.50 GRADE.

	Per 24 Pairs.
Patent-leather, plain, clean,	$0 65
Patent-leather, fancy tops, facings, foxings (no extra).	
Calf, rag finish,	65
Oil calf, clean, marks taken out, one coat of filler,	35
Shrewsbury grain, clean, marks taken out, one coat of filler,	35
Gun-metal, clean, one coat of filler and polish,	35
Siberian, clean, marks taken out, one coat of filler,	35
Black Norwegian, clean, marks taken out, one coat of filler,	35
Black vici, clean, iron, one coat of filler,	55
Colored vici, clean, iron, one coat of dressing,	55
Glazed kangaroo, clean, iron, one coat of filler,	55
Russet and oil tan, clean, one coat of polish,	55
Ironing tops,	10

Work per hour, $0.28.

Work on Copeland treeing machine, per hour, $0.28.

For 2, 3 or 4 pair lots, no extra. The Board recommends that this work be paid by the hour.

By agreement of the parties this decision shall take effect as of date of January 1, 1910.

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company and treers employed in the Douglas Factory No. 3 at Brockton. (53)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to employees in the treeing department in Factory No. 3 at Brockton for work as there performed: —

FACTORY NO. 3. — SHOES SOLD TO THE TRADE AT PRICES NOT EXCEEDING $2.25.

	Per 24 Pairs.
Patent-leather, clean,	$0 60
Box calf, clean, one coat of filler,	25
Velours, gun-metal, clean, one coat of filler,	25

	Per 24 Pairs.
Eli calf, clean, one coat of filler,	$0 25
Dull kangaroo, clean, one coat of filler,	25
Oil calf, clean, rub out marks, one coat of filler,	35
Shrewsbury grain, clean, rub out marks, one coat of filler,	35
Siberian, clean, rub out marks, one coat of filler,	35
Black vici, clean, iron, one coat of filler,	45
Colored vici, clean, iron, one coat of dressing,	45
Glazed kangaroo, clean, iron, one coat of filler,	45
Russet and oil tan, clean, polish one coat,	45
Velvet calf, rub out marks, gum and rag,	45
Kangaroo calf, clean, fill one coat,	25
Ironing tops,	10

Work per hour, $0.28.

Work on Copeland treeing machine, per hour, $0.28.

For 2, 3 or 4 pair lots, no extra. The Board recommends that this work be paid by the hour.

By agreement of the parties this decision shall take effect as of date of January 1, 1910.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

T. D. BARRY COMPANY — BROCKTON.

The following decision was rendered on July 21: —

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, shoe manufacturer, and finishers employed in the Barry Factory No. 3 at Brockton. (41)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that T. D. Barry Company pay to finishers in Factory No. 3 for work as there performed: —

For scouring bottoms, pinwheel and Naumkeag attached, thirteen cents per 24 pairs.

It is agreed by the parties that this decision shall take effect from the date of beginning with pinwheel and Naumkeag attachment.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

LEWIS A. CROSSETT, INC. — ABINGTON.

The following decisions were rendered on July 21: —

In the matter of the joint applications for arbitration of a controversy between Lewis A. Crossett, Inc., shoe manufacturer, and lasters employed in the Crossett Factory No. 1 at Abington. (58)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that Lewis A. Crossett, Inc., pay for lasting in Factory No. 1 at Abington as the work is there performed: —

With Whirlwind last (extra), ...	$0 00¾
With Rino last (extra), ...	00¾

Shoes of the $5 grade or "bench made," no change.

In the matter of the joint application for arbitration of a controversy between Lewis A. Crossett, Inc., shoe manufacturer, and lasters employed in the Crossett Factory No. 1 at Abington. (59)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the price for lasting with the "Marathon" last.

By agreement of the parties this decision shall take effect from [July 25] the next Monday following the receipt thereof.

In the matter of the joint application for arbitration of a controversy between Lewis A. Crossett, Inc., shoe manufacturer, and heelers employed in the Crossett Factory No. 1 at Abington. (60)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered the reports of expert assistants nominated by the parties, the Board awards that Lewis A. Crossett, Inc., pay for heeling in Factory No. 1 at Abington as the work is there performed, 9 cents per dozen pairs, except that for heeling samples or single pairs the rate by agreement of the parties shall be the present price per dozen pairs, 12 cents.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

BOWKER, TORREY & CO. — BOSTON.

J. F. Rehill, agent for marble cutters and marble setters, complained that letters couched in respectful language, asking for a conference on questions of compensation to marble workers in the employ of Bowker, Torrey & Co., had been ignored for more than a year. The workmen were inclined to peace, but could compel attention to their grievances, if forced into industrial strife. He requested, on July 22, that the Board obtain an answer to their demands.

The Board immediately acted, with a view to preventing hostile action on either side, in the belief that hostilities at that time would greatly injure both parties. The employer stated in answer to inquiries that he desired peace, but he did not know Rehill; if his men desired to communicate with him direct, he would give them a prompt and cour-

teous answer, without prejudice. This attitude was made known to the workmen, and they thanked the Board for the knowledge. It appears that there was no trouble.

UPHOLSTERERS — BOSTON.

In July the Boston upholsterers, through the agent of their union, sent to their employers a request for an increase of wages from $19.50 to $21 for a week reduced from 54 to 50 hours. A month passed without reply, and the request was renewed in person to a majority of the upholstery houses, but without success. The workmen's agent, Mr. John H. Keiran, was referred by some of the larger employers to the Furniture and Interior Decorators' Association of Boston, an organization of employers. Their secretary, Mr. R. A. Skinner, replied to the request on September 15, saying substantially that it was not granted for the reason that business did not warrant it. The union had voted to strike if the request was not granted. Two days later Mr. Keiran notified the Board of the controversy and of the danger of a strike. On September 20 the parties met in the presence of the Board, by invitation. No agreement was reached, but there was a disposition to continue negotiations after evidence from competing points had been secured to sustain the contentions on either side. The Board advised the parties to keep in close relation, and explained the ways provided by law for adjusting such disputes.

On September 30 the workmen applied to the Board for arbitration of the dispute, and a copy of the application was

sent to the employers. The employers' secretary replied that they would leave the matter to arbitration after securing evidence. On October 4 Mr. Keiran expressed an intention of withdrawing the application, and was advised to give the employers the time requested. Three days later the Board was notified that the parties had agreed to submit the matter to a local board. On November 16 the following communication, dated November 5, was received: —

IN THE MATTER OF THE JOINT APPLICATION FOR ARBITRATION BETWEEN THE UPHOLSTERERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 53, AND THE FURNITURE AND INTERIOR DECORATORS' ASSOCIATION OF BOSTON.

The Board met in joint session, and considered the question presented to them for consideration.

After a full and careful consideration, and testimony presented by their respective representatives, the application made on behalf of the union to establish a minimum wage of twenty-one dollars per week for fifty hours a week was denied, and the same is to be in full force and effect as per agreement reached by the Board, to continue from October 1, 1910, until the first day of January, A.D. 1912.

The Board further considered how the employees might receive additional wages, and secured the consent of the employers or manufacturers to offer an advance from the present minimum wage scale to $22.68 per week, providing the workmen consider 54 hours per week as a week's work, with the same conditions as now exist for extra work, holidays and Sundays. This latter arrangement to continue until January 1, 1912, if accepted within one week. This recommendation is made owing to the question of high cost of living, having been considered by the Board.

R. A. SKINNER,
Representing the Upholsterers' International Union.
CURTIS E. METZLER, *Chairman,*
Representing the Furniture and Interior Decorators' Association.

BOSTON, MASS., November 5, 1910.

It appears that Mr. Arthur M. Watson, the member chosen by the journeymen, declined to append his signature.

On December 6 Mr. Keiran notified this Board of the workmen's intention not to be bound by the local board's decision, claiming a privilege specified in the law, and saying, moreover, that the local board was incapable of rendering a decision since it was not in existence on November 16, having exceeded the 10-day limit after the close of the hearing. The 60 days have passed, but there has been no recurrence of the difficulty and no indication of a disposition to ignore the decision.

DAVIS & FURBER — NORTH ANDOVER.

On August 2 about 65 moulders and coremakers employed by Davis & Furber at North Andover struck to abolish piece prices, and to substitute therefor $3 for moulders and $2.75 for coremakers as minimum wages per day. The Board offered to mediate, but the employer declined. At the end of three weeks the strikers applied for work on the employer's terms. The firm accepted as many of them as the business required.

CUSHMAN & HEBERT — HAVERHILL.

On August 9 notice was received from W. H. Davis of Haverhill that a strike had occurred in the factory of Cushman & Hébert in that city, and that upon his assurances that this Board would speedily determine all matters in dispute, the men in question had promptly declared the strike off and

returned to their work. He presented an application, jointly signed by the parties, who waived a hearing on the matter.

On August 22 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Cushman & Hébert, shoe manufacturers of Haverhill, and employees in their lasting department. (116)

Having considered said application and the reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Cushman & Hébert to employees in said department for work as there performed: —

	Per 12 Pairs.
Assembling,	$0 20
Pulling-over: —	
Plain toe, no change.	
Tip, no change.	
All sample shoes in lasting department, double price.	

By agreement of the parties this decision shall take effect as of date of July 11, 1910.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

WILLIAMS-KNEELAND COMPANY — BRAINTREE.

A joint application was received on August 12 from Williams-Kneeland Company and employees relative to price for cutting innersoles. The submission was defective in some details and correspondence was entered into, suggesting how best to complete the submission, and advice from time to time was given to the employees in interest. On August 20 notice was received of a settlement.

BUILDING LABORERS — NEW BEDFORD.

On August 16, in New Bedford, certain non-English-speaking building laborers, seeking higher wages, went out on strike. Local efforts to compose the difficulty were made, but without effect. The Board was in communication with the mayor of New Bedford with a view to bringing the parties into conference at an opportune time, but the strike became riotous in the course of a week, and after colliding with the police several of the rioters were sentenced to imprisonment. The allied building trades withdrew their support. Strike pay was discontinued, and soon after September 1 the strike ceased to attract attention.

E. L. ROWE & SON, INC., CUNNINGHAM & THOMPSON COMPANY, SAMUEL V. COLBY — GLOUCESTER.

Sailmakers from the lofts of Cunningham & Thompson Company and E. L. Rowe & Son, Inc., went out on strike on August 18 to enforce the adoption of articles of agreement then in vogue in the other sail lofts at Gloucester. The attitude of each party to the controversy was influenced by considerations that the other party did not fully appreciate. In other States, where sewing machines were used in sail-making, larger numbers of less skilled workers were employed at lower wage rates. Cunningham & Thompson Company made sails for the sole use of their fishing fleet, and when a maximum cost of production was reached they would change the factory conditions or buy such sails as they needed. E. L. Rowe & Son, Inc., made awnings and other canvas goods, thereby keeping their journeymen steadily employed when

sailmaking was slack, without reducing wages. But much of the work performed in the manufacture of other kinds of canvas goods did not call for the highest kind of skilled hand labor. In view of constant employment and good pay the employer expected the workmen's committee to be more accommodating. The cost of production was approaching the limit set by competitors, and it would seem that the time was near at hand when the industry of sailmaking would depart from Gloucester. The journeymen's committee expressed the best of good will towards the two employers, but any proposed commutation of the established rules was declared unfair to other sail manufacturers that had signed the agreement.

After twelve separate interviews and three conferences in the presence of the Board, with the assistance of Mr. A. A. Silva, the parties met at the rooms of the Gloucester Board of Trade and terminated their controversy in an agreement which, committed thereupon to writing, is as follows: —

COMMONWEALTH OF MASSACHUSETTS,
STATE BOARD OF CONCILIATION AND ARBITRATION,
GLOUCESTER, September 10, 1910.

SAILMAKERS' AGREEMENT.

Agreement made and entered into by members of Local Union No. 12751, Journeymen Sailmakers of A. F. of L., as party of the first part, and master sailmakers, party of the second part.

Party of the second part hereby agrees to employ members of Journeymen Sailmakers' Union No. 12751, or those willing to become members at the next regular meeting.

Hours of labor shall be from 7 A.M. to 12 M. and from 1 P.M. to 5 P.M.

Wages shall not be less than 33⅓ cents per hour.

All work performed outside of the hours named above, and on all Sundays and holidays, shall be considered as overtime, and shall be paid at the rate of time and one-half of the above rate.

There shall not be more than one foreman in each shop.

Shops ordinarily employing from one (1) to five (5) journeymen shall be entitled to have one (1) apprentice. Those employing six (6) or more journeymen shall be entitled to two (2) apprentices. This clause shall not be so construed as to object to the present apprentices working out their time agreements with their employers.

Should any difference arise between the employer and employee, or the union and an employer in the construction of this agreement, the matter shall be referred to a committee appointed by the union, who shall confer with the employer in question and endeavor to effect an amicable settlement. In the event of failure thereof, the union shall appoint two (2) persons and the employer two (2) persons; the said four (4) persons to select a fifth, to whom the question in dispute shall be referred for decision, both parties agreeing to accept the decision so rendered. Pending the settlement of questions in the manner above provided, all members of the union shall remain at work, and there shall be no strike or lockout ordered. All difficulties must be settled within ten days.

This agreement shall remain in force until such time as either party desires a change, in which case said party must give the other three months' notice.

Appeared the master sailmakers, E. L. Rowe & Son, Inc., represented by Mr. Arthur E. Rowe, and Cunningham & Thompson Company, represented by Mr. Frank C. Pearce; and the Journeymen Sailmakers' Union No. 12751, A. F. of L. (represented by Marion J. Cooney, president, Samuel L. Gross, vice-president, and James S. Keefe, financial secretary), of Gloucester in the said Commonwealth.

The said parties responded to the mediation of the State Board of Conciliation and Arbitration on Saturday, September 10, 1910, met and agreed to carry out in good conscience the provisions herein set forth.

BERNARD F. SUPPLE, *Secretary.*

The agreement was filed with the Board and copies were furnished to the parties in interest.

On resuming work in the Rowe sail loft a controversy arose upon the meaning of certain clauses of the foregoing agreement. The parties gave notice that they desired to submit the

matter to the judgment of the State Board. The Board expressed its willingness to help in the adjustment, but reminded them, in a letter sent September 26, that "Having in your agreement specified 'local board,' which has in law an equal footing with the State Board, the State Board desires to know what has been done locally before acting in a final manner." The result was that the parties adjusted their differences without any cessation of work or display of ill will.

Mr. Colby did not participate in the conference of September 10 for the reason that there was no strike in his sail loft, and in his belief no cause for one existed, since he was living strictly within the foregoing provisions. He saw no reason for engaging himself formally to performances from which he never intended to vary. These statements were made to the secretary of the Board and to Mr. Rowe. The service of the Board as intermediary, he declared, was a boon to the industries of Gloucester, and he would take the Board's advice under consideration. On November 4 he and Marion J. Cooney, responding to advice, met in conference, and adopted the provisions of the foregoing agreement, which with suitable changes of name and date was reduced to writing, and filed with this Board; and copies were given to the parties.

MEMBERS OF THE BROCKTON SHOE MANUFACTURERS' ASSOCIATION.

On August 23 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, W. L. Douglas Shoe Company, Kelly-Evans Company, Whitman & Keith Company, E. E. Taylor Company, George E. Keith Company, Howard & Foster Company, Churchill & Alden Company, M. A. Packard Company, Charles A. Eaton Company, Preston B. Keith Shoe Company, George H. Snow Company, J. M. O'Donnell & Co., Bion F. Reynolds and C. S. Marshall Company, members of the Brockton Shoe Manufacturers' Association, and employees in their lasting departments. (19)

The question submitted in this case is not one of price to be paid for lasting upon particular lasts, but one of classification, under an agreement by which the employers agree to pay and the employees accept a price of three-quarters of a cent per pair extra for lasts to be classified as high-wall-toed lasts.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board decides that of the lasts designated by the parties in the list submitted the following-named are high-wall-toed lasts: —

Perfect and Stub,	T. D. Barry Company.
King and Bow-wow,	W. L. Douglas Shoe Company.
Boston Terrier,	Kelly-Evans Company.
Nos. 81, 82, and 83,	Whitman & Keith Company.
Major,	E. E. Taylor Company.
Fan and Baron,	George E. Keith Company.
Putney,	Howard & Foster Company.

The Board further decides that the lasts submitted as used in the factories of J. M. O'Donnell & Co., Bion F. Reynolds, M. A. Packard Company, Charles A. Eaton Company, Preston B. Keith Shoe Company, George H. Snow Company, C. S. Marshall Company and Churchill & Alden Company are not high-wall-toed lasts.

By agreement of the parties this decision shall take effect as of date of March 10, 1910.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

M. N. ARNOLD COMPANY — ABINGTON.

On August 26 the following decision was rendered: —

In the matter of the joint applications for arbitration of a controversy between M. N. Arnold Company, shoe manufacturer of Abington, and employees in its heeling department. (82, 83, 84)

Having considered said applications and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by M. N. Arnold Company to employees in said department at Abington for work as there performed: —

	Per 12 Pairs.
Slugging heels (1 row or less),	$0 04
Shaving heels: —	
Regular work,	06
Sample and single pairs, no change.	
Breasting heels: —	
Regular work,	03
Sample and single pairs, no change.	

By the Board,
BERNARD F. SUPPLE, *Secretary.*

T. D. BARRY COMPANY — BROCKTON.

The following decision was rendered on August 26: —

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, shoe manufacturer of Brockton, and employees in the solefastening department of its Factory No. 3. (56)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the

work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by T. D. Barry Company to employees in said department of Factory No. 3 at Brockton for work as there performed upon shoes sold by the employer at $2.25 per pair or less: —

	Per 12 Pairs.
Goodyear welting,	$0 14
Goodyear stitching,	16

By the Board,
BERNARD F. SUPPLE, *Secretary.*

E. E. TAYLOR COMPANY — BROCKTON.

On August 26 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer of Brockton, and employees in its vamping department. (91)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by E. E. Taylor Company to employees in said department at Brockton for work as there performed: —

	Per 12 Pairs.
Ideal Blucher, coarse-fitted, 1-needle machine, no bar, no change.	
Ideal Blucher, ordinary fitting, 1-needle machine, no bar, no change.	
Long foxed Blucher bal, with bar, 1-needle machine, no change.	
Circular Oxford, 2-needle machine,	$0 14

By the Board,
BERNARD F. SUPPLE, *Secretary.*

W. & V. O. KIMBALL COMPANY — HAVERHILL.

The following decision was rendered on August 26: —

In the matter of the joint application for arbitration of a controversy between W. & V. O. Kimball Company, shoe manufacturer, and stitchers and skivers employed in its factory at Haverhill. (85)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the prices paid by W. & V. O. Kimball Company at Haverhill for stitching bal and Oxford tongues and skiving.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

On August 30 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company and employees in the stitching departments of its factories Nos. 1, 2 and 3 at Brockton. (62 B)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid for work as performed upon the specified items, being the part of the list submitted with the application filed on June 6, 1910, not embraced in the decision of July 7, 1910: —

$4 GRADE.

	Per 24 Pairs.
Staying tops (backs), whole-quarter Blucher, No. 1 stay, strap held in,	$0 22
Undertrimming: —	
Seamless Blucher, held on,	32
Seamless Blucher, with V,	36
Seamless Blucher with block,	40
Bal, held on,	32
Blucher, held on,	32
Blucher, with V,	36
Blucher, with block,	40
Button,	32
Button with V, extra,	04

GRADE NOT EXCEEDING $2.25 TO THE TRADE.

Lining tips,	02½
Staying tops: —	
Backs: —	
Whole-quarter Blucher, blind seam, 2 needles,	06
Button Oxford, 2 needles,	04
Blucher Oxford and low Oxford, back seam, 2 needles,	04
Blucher Oxford and low Oxford, straight outside backstay, 1 needle,	08
Fronts: —	
Button, blind, 1 needle,	10
Button, blind, 2 needles,	08
Backs, sailor tie, 2 needles,	03½
Stitching eyelet rows: —	
Bal, plain, 1 needle: —	
Singer machine,	06
Union Special machine,	05
Bals, plain, 2 needles, Singer machine,	08
No. 14, 2 needles, Singer machine,	08
Anchor, 1 needle: —	
Singer machine,	09
Union Special machine,	08
Foxed Blucher, anchor, 1 needle: —	
Singer machine,	08
Union Special machine,	07
Whole-quarter Blucher, No. 70, 2 needles, Union Special machine,	14

	Per 24 Pairs.
Stitching eyelet rows — *Concluded.*	
Seamless Blucher, anchor, 1 needle: —	
Singer machine,	$0 09
Union Special machine,	08
Blucher Oxford, No. 7, 1 needle: —	
Singer machine,	05
Union Special machine,	04
Blucher Oxford, No. 70, 1 needle, Union Special machine,	14
Blucher Oxford, No. 70, 2 needles: —	
Singer machine,	16
Union Special machine,	15
Regular Oxford, No. 7, plain, 1 needle: —	
Singer machine,	06
Union Special machine,	05
Regular Oxford, No. 9, Singer, 2 rows,	06
Stitching Blucher tongues; foxed and whole-quarter Blucher and Blucher Oxford and seamless Blucher; doublers, stays, linings cemented, tongues held by stitcher (1 row), new pattern,	08
Cementing and folding Oxford button pieces and sticking tape and lining by hand,	12
Undertrimming button Oxford, held on,	20
Seaming toe linings, seamless Blucher,	07
Making linings (complete): —	
Blucher Oxford, held on: —	
Lap,	03½
Two seams,	07
Sailor ties, held on: —	
Lap,	03½
Two seams,	07
Lace Oxford: —	
Lap,	03½
Hold and stitch tongues,	04
Two seams extra,	07
Button Oxford: —	
Lap,	03½
Two seams extra,	07

By agreement of the parties this decision shall take effect as of date of March 9, 1910.

By the Board,

BERNARD F. SUPPLE. *Secretary.*

GEORGE E. KEITH COMPANY — BROCKTON.

A controversy arose in the factory of George E. Keith Company at Brockton relative to a mode of identifying and distinguishing goods of different kinds of stock. It was a detail of factory management that employees were not expected to understand, but they communicated with the Board on the last day of August, preparatory to submitting the question to arbitration. The members of the company, however, were away from home at the time and proceedings were stayed. When they returned the matter was taken up privately and an agreement was reached with the edge-makers which has persisted to the present time.

BROPHY BROTHERS SHOE COMPANY — LYNN.

The following decision was rendered on September 1: —

In the matter of the joint application for arbitration of a controversy between Brophy Brothers Shoe Company and sole-layers in its employ at Lynn. (61)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by Brophy Brothers Shoe Company at Lynn for work as there performed: —

Sole-laying, per 12 pairs, ... $0 05

By the Board,
BERNARD F. SUPPLE, *Secretary.*

THE G. W. HERRICK SHOE COMPANY — LYNN.

The following decision was rendered on September 1: —

In the matter of the joint application for arbitration of a controversy between The G. W. Herrick Shoe Company of Lynn and employees in its cutting department. (23)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that $18 per week of 54 hours be paid by The G. W. Herrick Shoe Company at Lynn for operating cutting machines on shoes known as "comfort shoes" as the work is there performed.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

AXEL T. LAWSON — BROCKTON.

The proprietor of Lawson's Bakery at Brockton called on September 15 and stated the facts of a dispute relative to night work and overtime. The Board arranged a conference for the next day.

The parties met at the State House in the presence of the Board. The workmen claimed that they had rules which ought to be equally enforced in all bakeries in Brockton and its vicinity and that Mr. Lawson should keep his agreement.

The proprietor claimed that he was employing a man and a boy at irregular hours by reason of a concession or dispensation granted him because of the peculiarities of his business; for the customers of a Swedish bakery demand products that cannot be put through with other work, and these products would not afford work enough for a night shift of work-

men. The workmen concurred in the statement, but said that such a concession could not operate forever without unfairness to other good employers. They separated without agreeing, the employer expressing an intention to appeal to the executive board of the American Federation of Labor.

LEWIS A. CROSSETT, INC. — ABINGTON.

The following decisions were rendered on September 27: —

In the matter of the joint application for arbitration of a controversy between Lewis A. Crossett, Inc., shoe manufacturer, and lastpickers employed in its Factory No. 1 at Abington. (81)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that for picking lasts per 12 pairs, 2¼ cents be paid by Lewis A. Crossett, Inc., to said employees in Factory No. 1 at Abington for work as there performed.

By agreement of the parties this decision shall take effect as of date of October 3, 1910.

In the matter of the joint application for arbitration of a controversy between Lewis A. Crossett, Inc., shoe manufacturer, and heelers employed in its Factory No. 2 at Abington. (104)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the price paid by Lewis A. Crossett, Inc., for heeling as performed in Factory No. 2 at Abington.

In the matter of the joint application for arbitration of a controversy between Lewis A. Crossett, Inc., shoe manufacturer, and Julian rounders in its employ at Abington. (105)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that $2.75 per day be paid by Lewis A. Crossett, Inc., at Abington for Julian rounding as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

On September 27 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company and employees in the lasting department of its factories at Brockton. (92)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to employees in the lasting department of said factories at Brockton for work as there performed: —

ASSEMBLING, REX SYSTEM.

	Per 12 Pairs.
Including mating vamps, shellacking boxes, wetting in lots, putting in counters and driving tacks with machine: —	
Shoes selling to the trade at $2.25 or less,	$0 13
Shoes of the $3.50 grade,	15

Extras (shoes selling to the trade at $2.25 or less, $3.50, $4 grades): —	Per Pair.
Cushion or felt insoles,	$0 01½
Lasting up or down,	01
Wetting boxes or vamps singly,	00½
Putting in flat boxes: —	
Assembler,	00⅛
Puller-over,	00⅛
Shoes selling to the trade at $2.25 or less, shoes of the $3.50 grade: —	Per 12 Pairs.
Tacking on insoles and trimming by hand,	$0 05
Tacking on insoles and trimming by machine,	04
Lasting sides by hand,	18
Lasting sides by Consolidated Hand-method machine,	12

PULLING OVER, REX SYSTEM.

Operating machine, $3.50 grade,	12
High-wall-toed, extra,	03
Operating machine (shoes selling to the trade for $2.25 or less): —	
Dull,	10
Colored,	10
Cordovan,	10
Enameled,	13
Patent,	13
High-wall-toed, extra,	03

LASTING, REX SYSTEM.

Operating Consolidated Hand-method machine (including pulling up counters and pounding heelseats), shoes selling to the trade for $2.25 or less: —	
Dull,	21
Colored,	24
Cordovan,	24
Enameled,	24
Patent,	27
Operating No. 5 bed machine (heel and toe lasting), shoes selling to the trade for $2.25 or less: —	
Regular leather,	25
Patent,	36
Colored,	25
High-wall-toed, extra,	06

By agreement of the parties this decision shall take effect as of date of January 1, 1910.

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company and employees in the vamping department of its factories Nos. 1 and 2 at Brockton. (96)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to employees in the vamping department of said factories at Brockton for work as there performed: —

VAMPING.

	Per 24 Pairs.
Circular Oxford, 2-needle, Factory No. 1, $4 grade, . . .	$0 34
Regular or Jersey bal, button, Congress, 2-needle, Factory No. 2, $3.50 grade, ...	42

The Board further awards that there be no change in the prices paid for the following items of work: —

FACTORY NO. 1. — $4 GRADE.

Regular or Jersey bal, button, Congress, 2-needle.
Blucher, Blucher Oxford, with bar.
Extra rows, bal, button, Congress and circular Oxford.
Blucher bal, 1-needle.
Jersey stays.
Foxed and whole-quarter Blucher and Blucher Oxford, 3 close rows with bar.
Foxed and whole-quarter Blucher and Blucher Oxford, 4 close rows with bar.
Bal, button, Congress, 2 rows, 1-needle.

FACTORY NO. 2. — $3.50 GRADE.

Circular Oxford, 2-needle.
Blucher and Blucher Oxford, with bar.
Extra rows, bal, button, Congress.
Blucher bal, 1-needle.
Jersey stays.
Bal, button, Congress, 2 rows, 1-needle.

In the matter of the joint application for arbitration of controversies between W. L. Douglas Shoe Company and employees in the lasting department of its factories at Brockton. (117, 118.)

Having considered said applications, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to employees in the lasting department of said factories at Brockton for work as there performed upon women's shoes: —

PULLING BY HAND.

	Per Pair. $2.50 and $3 Grades.	Per Pair. $3.50 and $4 Grades.
Vici kid: —		
Cap-toed,	$0 04¾	$0 05¼
Plain-toed,	04¾	05¼
Gun-metal, box calf, velours and leathers of like nature: —		
Cap-toed,	04¾	05¼
Plain-toed,	04¾	05¼
All patent stock: —		
Cap-toed,	05¾	06
Plain-toed,	05¾	06
Russia calf: —		
Cap-toed,	05⅞	05½
Plain-toed,	05⅞	05½

OPERATING BED MACHINE.

	Per Pair. $2.50 and $3 Grades.	Per Pair. $3.50 and $4 Grades.
Vici kid: —		
Cap-toed,	$0 01¾	$0 01⅞
Plain-toed,	01¾	01⅞
Gun-metal, box calf, velours and leathers of like nature: —		
Cap-toed,	01⅞	02
Plain-toed,	01⅞	02
All patent stock: —		
Cap-toed,	02⅛	02¼
Plain-toed,	02⅛	02¼
Russia calf: —		
Cap-toed,	02	02
Plain-toed,	02	02

Single pairs and sample, price and one-half.

By agreement of the parties this decision shall take effect as of date of August 15, 1910.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

WILLIAM PORTER & SON, INC. — LYNN.

The following decision was rendered on September 28: —

In the matter of the joint application for arbitration of a controversy between William Porter & Son, Inc., shoe manufacturer, and employees in its stitching department at Lynn. (103)

The question submitted by the parties for the determination of the Board is: "Whether the right to have work done by the week is annulled by an agreement to pay certain prices for work done by the piece."

Having considered said application and heard the parties by their duly authorized representatives, the Board decides that the right of the employer to have work done by the week is not annulled by an agreement to pay certain prices for work done by the piece.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

WILLIAM PORTER & SON, INC. — LYNN.

On September 29 a hearing was held on the joint application of William Porter & Son, Inc., and vampers and others employed in its factory at Lynn. It appeared that both parties desired expert investigation of the matters in dispute, but one of the nominees declined to serve as expert assistant, and proceedings were stayed to ascertain what the parties to the controversy would conclude to do. On October 20 a joint letter was received from the parties, asking for an indefinite postponement.

L. G. STRAW & DUNHAM COMPANY — SALEM.

On September 30 a joint application was received from the L. G. Straw & Dunham Company and stitchers. The submission, however, was lacking in important details. The correspondence which ensued was protracted, and there were many delays, owing to the employer's absence from time to time. Finally, on January 31, 1911, the employer suggested that a reconciliation of the parties would be preferable to arbitration. A conference with that in view was held on February 10, which lasted into the night, when the following statement was committed to writing and placed on file, and a copy was furnished to each of the parties: —

COMMONWEALTH OF MASSACHUSETTS,
STATE BOARD OF CONCILIATION AND ARBITRATION,
BOSTON, February 10, 1911.

Messrs. Straw and Woodbury, representing L. G. Straw & Dunham Company of Salem, shoe manufacturer, appeared and conferred with Mr. Michael F. Meagher, representing employees, with a view to adjusting the differences specified in their joint application of September 29, 1910, relative to stitching. An agreement was reached, as follows, and said application was accordingly placed on file.

It was agreed to take up the question of trade agreement in September (not later than the tenth day), and then if a majority of stitchers desire the union, the stitching room shall be a union shop, and any matter in dispute shall be left to the arbitration of a disinterested body.

BERNARD F. SUPPLE, *Secretary.*

LEWIS A. CROSSETT, INC. — ABINGTON.

On October 19 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Lewis A. Crossett, Inc., shoe manufacturer, and employees in the finishing department of its Factory No. 1 at Abington. (78)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the price paid by Lewis A. Crossett, Inc., in Factory No. 1 at Abington for scouring heels 1¾ and 2 inches high.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

CHARLES A. EATON COMPANY — BROCKTON.

On October 19 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Charles A. Eaton Company, shoe manufacturer, and employees in the finishing department at Brockton. (111)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the price paid by Charles A. Eaton Company at Brockton for scouring heels, three papers, and wetting once, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

GEORGE H. SNOW COMPANY — BROCKTON.

The following decision was rendered on October 19: —

In the matter of the joint application for arbitration of a controversy between George H. Snow Company, shoe manufacturer, and employees in the finishing department at Brockton. (110)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that 15 cents per 24 pairs be paid by George H. Snow Company to employees in said finishing department at Brockton for scouring heels, two papers, wetting once, and smoothing heels, one paper, as the work is there performed.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

GEORGE E. KEITH COMPANY — BROCKTON.

The following decisions were rendered on October 19: —

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and employees in the finishing department of its factories Nos. 1, 2 and 3 at Brockton. (97)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by George E. Keith Company to employees in said department of factories Nos. 1, 2 and 3 at Brockton for work as there performed: —

Scouring top-pieces: —	Per 24 Pairs.
With iron slugs,	$0 06
With iron slugs and circlets,	06
With circlets with brass or zinc slugs,	06
In Factory No. 1 on all but white-tagged shoes with iron slugs, or circlets, or both,	06

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and employees in the finishing department of its factories Nos. 1, 2 and 3 at Brockton. (98)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by George E. Keith Company to employees in said department of factories Nos. 1, 2 and 3 at Brockton for work as there performed: —

Blacking heels, including rands: —	Per 24 Pairs.
Factory No. 1, white-tagged shoes,	$0 02½
Factories Nos. 2 and 3,	02½

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and employees in the finishing department of its Factory No. 2 at Brockton. (99)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by George E. Keith Company to employees in said department of Factory No. 2 at Brockton for work as there performed: —

Wetting down, sediment stain: —	Per 24 Pairs.
Forepartts,	$0 10
Full bottoms,	12

	Per 24 Pairs.
Wetting down, anilin stain: —	
Full bottoms,	$0 08
Forepart,	08
Dusting and blacking bottoms,	08
Gumming foreparts or full bottoms, no change.	
Rolling, polishing, faking and brushing shanks and cleaning slugs, all grades,	11

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and employees in the finishing department of its Factory No. 3 at Brockton. (100)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by George E. Keith Company to employees in said department of Factory No. 3 at Brockton for work as there performed: —

	Per 24 Pairs.
Rolling, polishing, faking and brushing shanks,	$0 09
Polishing stained foreparts,	07
Wetting down foreparts or full bottoms: —	
Anilin stain, no change.	
Sediment stain, no change.	
Gumming foreparts or full bottoms, no change.	

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and employees in the finishing department of its Factory No. 2 at Brockton. (115)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that 14 cents per 24 pairs be paid by George E. Keith Company to employees in Factory No. 2 at Brockton for scouring bottoms of 6th-grade shoes as follows: —

Scouring shanks and foreparts: —

Grain taken off shanks at breast of heel with sandpaper put on what is known as pinwheel; rest of shank grain taken off on sandpaper put on what is known as shank wheel; forepart grain taken off on sandpaper put on roll known as rough-scouring, then smoothed up on sandpaper put on roll known as smoothing; shank smoothed on emery paper put on what is known as Naumkeag.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

PRESTON B. KEITH SHOE COMPANY — BROCKTON.

On October 19 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Preston B. Keith Shoe Company of Brockton and employees in the finishing department. (86)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that 12 cents per 24 pairs be paid by Preston B. Keith Shoe Company to employees in said department at Brockton for waxing, padding, brushing and keying heels as there performed.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

HOWARD & FOSTER COMPANY — BROCKTON.

On October 19 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between Howard & Foster Company, shoe manufacturer, and employees in the finishing department at Brockton. (112)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the

subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Howard & Foster Company to employees in said department at Brockton for work as there performed: —

	Per 24 Pairs.
Polishing top-pieces and scraping slugs: —	
Rolling, faking and brushing top-pieces and scraping slugs with knife and brush, ...	$0 05
Making black bottoms: —	
Blacking bottoms, breasts of heels and top-pieces; polishing bottoms on smooth roll; faking with finger and brushing on two bristle brushes and one yarn brush; wheeling sides of shanks and at breasts of heels, — no change.	
Wheeling natural bottoms: —	
Sides of shanks and at breasts of heels, no change.	
Making shanks: —	
Blacking shanks and breasts of heels, rough-burnishing shanks, wheeling across cut and at breasts of heels, faking and polishing on two bristle brushes and one yarn brush, no change.	
Gumming natural bottoms: —	
One coat of gum and brushing on wheel, ...	09
Finishing heels (Expedite machine): —	
Holding heels to iron which puts on wax automatically, padding, brushing and heelkeying (Gordon machine), no change.	
Scouring heels: —	
Copperasing, roughing, smoothing, wetting and smoothing, no change.	
Gumming breasts of heels: —	
Gumming and brushing at the time breasts are scoured, no change.	

In the matter of the joint application for arbitration of a controversy between Howard & Foster Company, shoe manufacturer, and employees in the finishing department at Brockton. (113)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the fol-

lowing prices be paid by Howard & Foster Company to employees in said department at Brockton for work as there performed: —

	Per 24 Pairs.
Gumming foreparts: —	
Putting gum on foreparts with sponge, one coat, then brushing to dull gloss on bristle brush, ...	$0 07
Polishing foreparts: —	
Waxing foreparts on bristle brush, polishing on covered felt roll, brushing on hair brush, then on yarn brush, .	07
Polishing full bottoms: —	
Waxing full bottoms on bristle brush, polishing foreparts on covered felt roll, polishing shanks on end pad, brushing full bottoms on hair brush, then on yarn brush, .	15
Scouring top-pieces with iron slugs on two papers: —	
Roughing top-pieces on coarse roll of sandpaper, smoothing on smooth roll of sandpaper, ...	06

By the Board,
BERNARD F. SUPPLE, *Secretary.*

A. G. WALTON & CO., INC. — CHELSEA.

On October 20 a joint application was received from A. G. Walton & Co., Inc., and lasters employed in Chelsea. There were certain defects in the submission to which the attention of the parties was drawn, but before any correction was made they came to an agreement, on October 24, and so stated in a letter to the Board.

T. D. BARRY COMPANY — BROCKTON.

The following decision was rendered on October 25: —

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, shoe manufacturer, and employees in the heeling department of its Factory No. 3 at Brockton. (87)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the

work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by T. D. Barry Company to employees in said department of Factory No. 3 at Brockton for work as there performed: —

	Per 24 Pairs.
Heeling: —	
On last,	$0 12
Off last,	11
Slugging, 1 row or less,	06
Shaving, McKay machine: —	
On last,	07
Off last,	07
Breasting, power machine,	04

By the Board,
BERNARD F. SUPPLE, *Secretary.*

CHURCHILL & ALDEN COMPANY — BROCKTON.

The following decision was rendered on October 25: —

In the matter of the joint application for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer, and employees in the heeling department of its Factory No. 1 at Brockton. (134)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that 18 cents per 24 pairs be paid by said company to the employees in its heeling department at Brockton for heeling men's shoes, including all that is required by the work as performed in Factory No. 1.

By agreement of the parties this decision shall take effect as of date of September 16, 1910.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

Result. — A dispute arose nearly four months later as to whether any heels were to be glued in the process of heeling. Questions, substantially the same, were separately put to the Board by the parties. On February 21 the Board replied substantially that according to the evidence the "work performed" included the use of glue on heels 1⅝ inches high.

CHURCHILL & ALDEN COMPANY — BROCKTON.

The following decisions also were rendered on October 25: —

In the matter of the joint application for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer, and employees in its 3d-grade vamping department at Brockton. (101)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Churchill & Alden Company to employees in said department at Brockton for work as there performed: —

	Per 24 Pairs.
Bal or Jersey bal, button or Congress, 2-needle machine,	$0 36
Circular Oxford, 2-needle machine,	28
Blucher and Blucher Oxford: —	
No bar,	40
With bar,	46
Extra row in vamp,	14
Blucher bal, 1-needle machine,	80
Stitching Jersey plug, post machine,	12
Bal, button or Congress, 1-needle machine,	50

In the matter of the joint application for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer, and employees in its 3d-grade heeling department at Brockton. (133)

Having considered said application, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Churchill & Alden to employees in said department at Brockton for work as there performed: —

Heeling: —	Per 24 Pairs.
On last,	$0 12
Off last,	11
Slugging, 1 row or less,	06
Shaving, McKay machine,	07
Breasting, power machine,	04

By the Board,
BERNARD F. SUPPLE, *Secretary.*

LEWIS A. CROSSETT, INC. — ABINGTON.

The following decision was rendered on October 25: —

In the matter of the joint application for arbitration of a controversy between Lewis A. Crossett, Inc., shoe manufacturer, and employees in the bottoming department of its Factory No. 3 at Abington. (106)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards no change in the prices of the submitted items of bottoming work as performed in said factory.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

M. A. PACKARD COMPANY — BROCKTON.

The following decision was rendered on October 25: —

In the matter of the joint application for arbitration of a controversy between M. A. Packard Company, shoe manufacturer, and employees in the heeling department of its Factory No. 3 at Brockton. (88)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by M. A. Packard Company to employees in said department of Factory No. 3 at Brockton for work as there performed: —

	Per 24 Pairs
Heeling: —	
On last,	$0 12
Off last,	11
Slugging, 1 row or less,	06
Shaving, McKay machine: —	
On last,	07
Off last,	07
Breasting, power machine,	04

By the Board,
BERNARD F. SUPPLE, *Secretary.*

LUKE W. REYNOLDS — BROCKTON.

On October 25 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Luke W. Reynolds, shoe manufacturer, and employees in its heeling department at Brockton. (131)

Having considered said application, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the fol-

lowing prices be paid by Luke W. Reynolds to employees in said department at Brockton for work as performed upon shoes sold by him for $2.25 per pair or less: —

	Per 24 Pairs.
Heeling: —	
On last,	$0 12
Off last,	11
Shaving: —	
McKay machine,	07
Ultimo machine,	~~08~~ 09
Slugging, 1 row or less,	06
Breasting: —	
Power machine,	04
Foot machine,	05

By agreement of the parties this decision shall take effect as of date of September 12, 1910.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

GEORGE H. SNOW COMPANY — BROCKTON.

The following decision was rendered on October 25: —

In the matter of the joint application for arbitration of a controversy between George H. Snow Company, shoe manufacturer, and employees in the heeling department of its Factory No. 3 at Brockton. (89)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by George H. Snow Company to employees in said department of Factory No. 3 at Brockton for work as there performed: —

	Per 24 Pairs.
Heeling: —	
On last,	$0 12
Off last,	11
Slugging, 1 row or less,	06

	Per 24 Pairs.
Shaving, McKay machine: —	
On last,	$0 07
Off last,	07
Breasting, power machine,	04

By the Board,
BERNARD F. SUPPLE, *Secretary.*

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

On October 26 an application from W. L. Douglas Shoe Company and skivers employed at Brockton was filed. A hearing was had and expert investigation, at the end of which the Board directed a letter to both parties, advising them to confer with a view to a settlement. Subsequently, a joint letter was received from the parties announcing that they had come to an agreement which terminated the controversy.

D. A. DONOVAN & CO. — LYNN.

On October 27 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between D. A. Donovan & Co., shoe manufacturers at Lynn, and their employees in the bottoming department. (114)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board finds that for beating welts by machine, which is the fourth item of work in the list of disputed matters, the prevailing price is 25 cents per hundred pairs; that the firm requires extra work in this operation; and that for the other items the prices paid are adequate to the labor performed. The Board therefore awards no change in the present prices of the specified items of work as required by D. A. Donovan & Co. in said department at Lynn.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

T. D. BARRY COMPANY, M. A. PACKARD COMPANY, GEORGE H. SNOW COMPANY, E. E. TAYLOR COMPANY, CHURCHILL & ALDEN COMPANY, HOWARD & FOSTER COMPANY, GEORGE E. KEITH COMPANY, PRESTON B. KEITH SHOE COMPANY, CHARLES A. EATON COMPANY, CONDON BROTHERS & CO., KELLY-BUCKLEY COMPANY, J. M. O'DONNELL & CO., C. S. MARSHALL COMPANY AND WHITMAN & KEITH COMPANY — BROCKTON.

On October 27 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, shoe manufacturer, and employees in the finishing department of its Factory No. 1 at Brockton. (63)

Having considered said application, heard the parties by their duly authorized representatives and investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, the Board awards that the following prices be paid by T. D. Barry Company to employees in said department of Factory No. 1 at Brockton for work as there performed: —

Scouring heels, 2 papers; gumming and smoothing, 1 paper: —
1½ to 1¾ inches high, inclusive, no extra.
More than 1¾ inches high, 1 cent per dozen extra.

In the matter of the joint application for arbitration of a controversy between M. A. Packard Company, shoe manufacturer, and employees in the finishing departments of its factories Nos. 1 and 2 at Brockton. (64)

Having considered said application, heard the parties by their duly authorized representatives and investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, the Board awards that the following prices be paid by M. A. Packard Company to employees in said departments of factories Nos. 1 and 2 at Brockton for work as there performed: —

Scouring heels, 3 papers, wet once: —
1½ to 1¾ inches high, inclusive, no extra.
More than 1¾ inches high, 1 cent per dozen extra.

In the matter of the joint application for arbitration of a controversy between George H. Snow Company, shoe manufacturer, and employees in its finishing department at Brockton. (65)

Having considered said application, heard the parties by their duly authorized representatives and investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, the Board awards that the following prices be paid by George H. Snow Company to employees in said department at Brockton for work as there performed: —

Scouring heels, 2 papers, wet once, and smoothing, 1 paper: —
1½ to 1¾ inches high, inclusive, no extra.
More than 1¾ inches high, 1 cent per dozen extra.

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer, and employees in its finishing department at Brockton. (66)

Having considered said application, heard the parties by their duly authorized representatives and investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, the Board awards that the following prices be paid by E. E. Taylor Company to employees in said department at Brockton for work as there performed: —

Scouring heels, 2 papers: —
1½ to 1¾ inches high, inclusive, no extra.
More than 1¾ inches high, 1 cent per dozen extra.

In the matter of the joint application for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer, and employees in its finishing department at Brockton. (67)

Having considered said application, heard the parties by their duly authorized representatives and investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, the Board awards that the following prices be paid by Churchill & Alden Company to employees in said department at Brockton for work as there performed: —

Scouring heels, 2 papers, wet once: —
1½ to 1¾ inches high, inclusive, no extra.
More than 1¾ inches high, 1 cent per dozen extra.

In the matter of the joint application for arbitration of a controversy between Howard & Foster Company, shoe manufacturer, and employees in its finishing department at Brockton. (68)

Having considered said application, heard the parties by their duly authorized representatives and investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, the Board awards that the following prices be paid by Howard & Foster Company to employees in said department at Brockton for work as there performed: —

Scouring heels, 3 papers, wet once: —
1½ to 1¾ inches high, inclusive, no extra.
More than 1¾ inches high, 1 cent per dozen extra.

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and employees in the finishing departments of its factories Nos. 1, 2 and 3 at Brockton. (69)

Having considered said application, heard the parties by their duly authorized representatives and investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, the Board awards that the following prices be paid by George E. Keith Company to employees in said departments of factories Nos. 1, 2 and 3 at Brockton for work as there performed: —

Scouring heels, 3 papers, wet twice: —
1½ to 1¾ inches high, inclusive, no extra.
More than 1¾ inches high, 1 cent per dozen extra.

In the matter of the joint application for arbitration of a controversy between P. B. Keith Shoe Company and employees in its finishing department at Brockton. (70)

Having considered said application, heard the parties by their duly authorized representatives and investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, the Board awards that the following prices be paid by P. B. Keith Shoe Company to employees in said department at Brockton for work as there performed: —

Roughing and gluing; scouring; gluing and smoothing heels: —
1½ to 1¾ inches high, inclusive, no extra.
More than 1¾ inches high, 1 cent per dozen extra.

In the matter of the joint application for arbitration of a controversy between Charles A. Eaton Company, shoe manufacturer, and employees in its finishing department at Brockton. (71)

Having considered said application, heard the parties by their duly authorized representatives and investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, the Board awards that the following prices be paid by Charles A. Eaton Company to employees in said department at Brockton for work as there performed: —

Scouring heels, 3 papers: —
1½ to 1¾ inches high, inclusive, no extra.
More than 1¾ inches high, 1 cent per dozen extra.

In the matter of the joint application for arbitration of a controversy between Condon Brothers & Co., shoe manufacturers, and employees in their finishing department at Brockton. (72)

Having considered said application, heard the parties by their duly authorized representatives and investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, the Board awards that the following prices be paid by Condon Brothers & Co. to employees in said department at Brockton for work as there performed: —

Scouring heels, 3 papers, wet once: —
1½ to 1¾ inches high, inclusive, no extra.
More than 1¾ inches high, 1 cent per dozen extra.

In the matter of the joint application for arbitration of a controversy between Kelly-Buckley Company, shoe manufacturer, and employees in its finishing department at Brockton. (73)

Having considered said application, heard the parties by their duly authorized representatives and investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, the Board awards that the fol-

lowing prices be paid by Kelly-Buckley Company to employees in said department at Brockton for work as there performed: —

Scouring heels, 2 papers. gumming and smoothing, 1 paper: —
1½ to 1¾ inches high, inclusive, no extra.
More than 1¾ inches high, 1 cent per dozen extra.

In the matter of the joint application for arbitration of a controversy between J. M. O'Donnell & Co., shoe manufacturers, and employees in their finishing department at Brockton. (74)

Having considered said application, heard the parties by their duly authorized representatives and investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, the Board awards that the following prices be paid by J. M. O'Donnell & Co. to employees in said department at Brockton for work as there performed: —

Scouring heels, 3 papers, wet once: —
1½ to 1¾ inches high, inclusive, no extra.
More than 1¾ inches high, 1 cent per dozen extra.

In the matter of the joint application for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer, and employees in its finishing department at Brockton. (75)

Having considered said application, heard the parties by their duly authorized representatives and investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, the Board awards that the following prices be paid by C. S. Marshall Company to employees in said department at Brockton for work as there performed: —

Scouring heels, 2 papers, wet once, and smoothing, 1 paper: —
1½ to 1¾ inches high, inclusive, no extra.
More than 1¾ inches high, 1 cent per dozen extra.

In the matter of the joint application for arbitration of a controversy between Whitman & Keith Company, shoe manufacturer, and employees in its finishing department at Brockton. (76)

Having considered said application, heard the parties by their duly authorized representatives and investigated the character of the

work and the conditions under which it is performed, which is the subject-matter of the controversy, the Board awards that the following prices be paid by Whitman & Keith Company to employees in said department at Brockton for work as there performed: —

Scouring heels, 3 papers, wet once: —
1½ to 1¾ inches high, inclusive, no extra.
More than 1¾ inches high, 1 cent per dozen extra.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

A joint application was received on October 28 from W. L. Douglas Shoe Company, Brockton, and employees in the heeling department working on women's shoes. The controversy, concisely stated, was a difference of opinion as to a fair price to be paid on certain specified items of heeling, etc., the employees drawing money on account pending the award. Expert investigation was requested and names of experts were submitted by the workmen. While awaiting the company's nominations the parties met and came to an agreement which terminated the difficulty.

T. D. BARRY COMPANY — BROCKTON.

The following decision was rendered on November 3: —

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, shoe manufacturer, and employees in the edgemaking department of its Factory No. 3 at Brockton. (93)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the

subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that T. D. Barry Company pay to employees in said department of Factory No. 3 at Brockton, for work as there performed, for edgetrimming, including knifing, 36 cents per 24 pairs; and that there be no change in the price of edgesetting.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

GEORGE H. SNOW COMPANY — BROCKTON.

On November 3 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between George H. Snow Company, shoe manufacturer, and employees in the edgemaking department of its Factory No. 3 at Brockton. (94)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that George H. Snow Company pay to employees in said department of Factory No. 3 at Brockton, for work as there performed, for edgetrimming, including knifing, 36 cents per 24 pairs; and that there be no change in the price of edgesetting.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

M. A. PACKARD COMPANY — BROCKTON.

The following decision was rendered on November 3: —

In the matter of the joint application for arbitration of a controversy between M. A. Packard Company, shoe manufacturer, and employees in the edgemaking department of its Factory No. 3 at Brockton. (95)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the

work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that M. A. Packard Company pay to employees in said department of Factory No. 3 at Brockton, for work as there performed, for edgetrimming, including knifing, 36 cents per 24 pairs; and that there be no change in the price of edgesetting.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

J. H. WINCHELL & CO., INC. — HAVERHILL.

The following decisions were rendered on November 3: —

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer, of Haverhill, and buffers in its employ. (124)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the prices paid by J. H. Winchell & Co., Inc., at Haverhill for buffing shoes as the work is there performed.

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer, of Haverhill, and employees engaged in burnishing, wheeling, beating-out and inseam-trimming. (125)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the prices paid by J. H. Winchell & Co., Inc., at Haverhill for said work as there performed, except that 2¾ cents per dozen shall be paid for operating inseam-trimmer.

In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer, of Haverhill, and McKay sewers, heel-scourers and heel-burnishers in its employ. (132)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the prices paid by J. H. Winchell & Co., Inc., at Haverhill for said work except for McKay sewing, as performed on the annex shoe, so called, the price for which shall be the same as for regular work.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

CHURCHILL & ALDEN COMPANY — BROCKTON.

On November 8 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer, and employees in the edgemaking department of its Factory No. 3 at Brockton. (123)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Churchill & Alden Company to employees in said department of Factory No. 3 at Brockton for work as there performed upon the grade of shoes the selling price of which to the trade is $2.25 per pair or under: —

	Per 24 Pairs.
Edgetrimming and knifing, ...	$0 36
Edgesetting: one setting, blacking and brushing, . . .	25

By the Board,
BERNARD F. SUPPLE, *Secretary.*

W. & V. O. KIMBALL COMPANY — HAVERHILL.

A joint application was filed on November 9, alleging a controversy between W. & V. O. Kimball Company and bottom-polishers upon the price for polishing with rag brush. A hearing was given on November 22 and experts appointed to assist the Board on December 1. Their investigation was postponed on account of a shutdown of the factory, and not resumed until the 22d of December. On January 3, 1911, the Board was credibly informed of an agreement terminating the difficulty, and a letter of inquiry was sent to the parties. The response received announced that such was the case; the process in question had been discontinued as a part of the finishing-room work and joined to another occupation in the packing room, for which a day price satisfactory to all concerned was to be paid. There were no further proceedings in the matter.

CHURCHILL & ALDEN COMPANY — BROCKTON.

The following decision was rendered on November 10: —

In the matter of the joint application for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer, and employees in the treeing department of its Factory No. 3 at Brockton. (102)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Churchill & Alden Company to employees in said department of Factory No. 3 at Brockton for work as there performed upon the grade of shoe the selling price of which to the trade is $2.25 per pair and under: —

TREEING BY HAND.

	Per 24 Pairs.
Vici (cleaned, ironed and one coat of filler),	$0 45
Box calf (cleaned and one coat of filler),	25
Velours (cleaned and one coat of filler),	25
Gun-metal (cleaned and one coat of filler),	25
Patent (cleaned),	60
Russia and willow (cleaned, one coat of polish and ragged up),	50

Hour work, 28 cents per hour.
Sample pairs, price and one-half.
Single pairs, price and one-half.
Three pairs and under, price and one-half.

By agreement of the parties this decision shall take effect as of date of June 4, 1910.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

Result. — On December 22 a conference of parties was held in the presence of the Board concerning a dispute which arose relative to the amount of work required under the decision. The parties differed in point of fact, and further time was requested for the purpose of acquiring more information. The Board gave advice and the parties withdrew. Two days later notice of agreement was received.

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

The following decisions were rendered on November 10: —

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company and edgemakers in its Factory No. 3 at Brockton. (120)

The work in question was performed during the current year before the twenty-ninth day of April, and money therefor was paid and received as cash on account. On that day the parties agreed to adjust balances according to prices to be determined by this Board.

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it was performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards the following prices for work performed in Douglas Factory No. 3 within the specified period: —

	Per 24 Pairs.
Edgetrimming,	$0 36
Edgesetting,	25

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company and edgemakers employed in the Douglas Factory No. 3 at Brockton. (121)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following price be paid by W. L. Douglas Shoe Company to said edgemakers for work as performed in Factory No. 3: —

	Per 24 Pairs.
Edgetrimming and knifing,	$0 36
Setting edges: one setting, blacking and brushing,	25

By agreement of the parties this decision shall take effect as of date of April 29, 1910.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

GEORGE E. KEITH COMPANY — BROCKTON.

The following decision was rendered on November 10: —

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and stitchers employed in its factories at Brockton. (128)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the

work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by George E. Keith Company to said employees at Brockton for work as there performed: —

FACTORY No. 1.

	Per 12 Pairs.
Stitching woven top-facing, women's shoes,	$0 04½
Stitching leather top-facing, men's and women's stamped "Custom-made,"	03½
Stitching imitation facing, leather-lined shoes,	04½

FACTORY No. 2.

Stitching imitation top-facing, leather-lined shoes,	04½

FACTORY No. 3.

Stitching imitation facing, leather-lined shoes,	04½
Stitching leather top-facing, men's stamped "Custom-made,"	03½

By the Board,
BERNARD F. SUPPLE, *Secretary.*

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

On November 10 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company and employees in its factory at Bridgewater. (135)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by L. Q. White Shoe Company to employees in its factory at Bridgewater for work as there performed: —

	Per 12 Pairs.
Casing heels, per day, $2.	
Trimming edges and knifing,	$0 18
Two-needle vamping: —	
Bal, button or Congress,	18
Circular Oxford or circular button,	14
Pulling lasts,	02¾
Slugging (1 row or less),	03

By the Board,
BERNARD F. SUPPLE, *Secretary.*

E. E. TAYLOR COMPANY — BROCKTON.

The following decision was rendered on November 10: —

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer, and employees in its stitching department at Brockton. (127)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by E. E. Taylor Company to employees in said department at Brockton for work as there performed: —

	Per 24 Pairs.
Stitching No. 36 eyelet row,	$0 22
Stitching No. 37 eyelet row (with cut),	06½

By agreement of the parties this decision shall take effect from the date of the introduction of piece prices.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

On November 22 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton, and employees in the lasting department of its Factory No. 1. (164)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to employees in said department of Factory No. 1 at Brockton for work as there performed: —

LASTING $4 GRADE, REX SYSTEM.

	Per 12 Pairs.
Assembling (including mating vamps, shellacking boxes, wetting in lots, putting in counters and driving tacks with machine),	$0 16
Tacking on insoles and trimming by hand,	05
Tacking on insoles and trimming by machine,	04
Lasting sides by hand,	18
Lasting sides by Consolidated Hand-method machine,	12
Operating pulling-over machine: —	
Dull,	12
Colored,	14
Cordovan,	14
Enameled,	14
Patent,	14
High-wall-toed, extra,	03
Operating Consolidated Hand-method machine: —	
Dull,	21
Colored,	24
Cordovan,	24
Enameled,	24
Patent,	27

By the Board,
BERNARD F. SUPPLE, *Secretary.*

ALDEN, WALKER & WILDE — WEYMOUTH.

On October 25 a desire for a new schedule of prices for some items of work in the lasting department of Alden, Walker & Wilde at Weymouth led the employees to make inquiries of the Board as to procedure, etc. Suitable advice was given from time to time, in correspondence extending over a month. The parties came together privately, and a price-list was amicably arranged, based upon the above decision in the Douglas controversy.

LEWIS A. CROSSETT, INC. — ABINGTON.

On November 29 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Lewis A. Crossett, Inc., shoe manufacturer, and employees in the vamping department of its Factory No. 1 at Abington. (122)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Lewis A. Crossett, Inc., to employees in said department of Factory No. 1 at Abington for work as there performed: —

SINGLE-NEEDLE VAMPING.

	Per 12 Pairs.
Seamless Blucher, 2 rows: —	
With bar,	$0 48
Without bar,	45
Bellows tongues, 2 rows: —	
With bar,	30
Without bar,	27
Regular Blucher, 2 rows: —	
With bar,	25
Without bar,	25

	Per 12 Pairs.
Blucher Oxford, 2 rows: —	
With bar,	$0 25
Without bar,	25
Blucher overlap, no bar, 33⅓ cents per hour.	
Button boots, bal and Congress, no bar,	30
Circular Oxford,	23
Circular bal and button boots,	23

DOUBLE-NEEDLE VAMPING.

Button boots, bal and Congress, no bar,	22
Circular Oxford, bal and button boots,	18
Double-needle, 4 rows,	30
Double-needle, 4 rows, circular vamp,	24
Extra row,	08
Hour work, 33⅓ cents.	

By agreement of the parties this decision shall take effect as of date of December 5, 1910.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

BROPHY BROTHERS SHOE COMPANY — LYNN.

Because of the retention of a non-union workman as a heeler in the factory of Brophy Brothers Shoe Company at Lynn, the heelers struck on December 1; several departments ceased working and it seemed that the whole factory must soon cease operations. The parties met at the State House on December 27 and conferred in the presence of the Board, with the result that they reached an agreement under the terms of which all hands returned to work.

AGREEMENT ENTERED INTO BETWEEN BROPHY BROTHERS SHOE COMPANY AND HEELERS' INDEPENDENT UNION NO. 1 OF LYNN.

1. That the men shall return to their employment forthwith.

2. That present conditions shall remain the same as heretofore, until February 17, 1911, for all employees.

3. That beginning with February 17, 1911, and thereafter, all persons employed in the heeling department shall be either actual members of the said heelers' union or persons willing to become such.

4. That the parties to this agreement are to enter upon negotiations to determine the prices and conditions of work after February 17, 1911, to extend for a term to be agreed upon; and the representative of the employees, Mr. Cordeau, agrees that he will recommend to his executive board and use his best efforts to bring about the addition of a clause in the agreement to be made, by which controversies to arise thereafter may be adjusted either by local or State arbitration, or by a conference of parties.

5. That there shall be no discrimination against any employee by reason of his participation in the recent cessation of work.

For Brophy Brothers Shoe Company,
JAMES BROPHY, *President.*

For Members of Heelers' Independent Union No. 1 of Lynn,
JOSEPH A. CORDEAU.

BOSTON, December 27, 1910.

HENNESSEY, MAXWELL & HARRIGAN — LYNN.

The parties to a controversy in the factory of Hennessey, Maxwell & Harrigan at Lynn, which culminated in a strike, accepted the Board's offer of mediation. Such an attitude of peace, once assumed, naturally leans to a settlement. The Board was occupied with the parties to the Brophy controversy, as reported in the preceding statement, when information was received of a settlement. The parties had come together in conference and had effected a good understanding.

T. D. BARRY COMPANY, M. A. PACKARD COMPANY, PRESTON B. KEITH SHOE COMPANY, WHITMAN & KEITH COMPANY, CHARLES A. EATON COMPANY, CHURCHILL & ALDEN COMPANY, HOWARD & FOSTER COMPANY, E. E. TAYLOR COMPANY, C. S. MARSHALL COMPANY, J. M. O'DONNELL & CO., CONDON BROTHERS & CO. AND KELLY-BUCKLEY COMPANY — BROCKTON.

On December 8 the following decision was rendered: —

In the matter of the joint applications for arbitration of controversies between T. D. Barry Company (Factory No. 2), Howard & Foster Company, P. B. Keith Shoe Company, Whitman & Keith Company, Churchill & Alden Company (Factory No. 1), C. S. Marshall Company, Kelly-Buckley Company, M. A. Packard Company (Factory No. 3), Charles A. Eaton Company, E. E. Taylor Company, J. M. O'Donnell & Co. and Condon Brothers & Co., shoe manufacturers of Brockton, and treers. (141–152)

Having considered said applications and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversies, and considered reports of expert assistants nominated by the parties, the Board awards that 28 cents be the rate paid by the said employers at Brockton for hour work in the treeing department.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

GEORGE E. KEITH COMPANY — BROCKTON.

On December 8 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and employees in the treeing department of its Factory No. 1 at Brockton. (90)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the

subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by George E. Keith Company to employees in said department of Factory No. 1 at Brockton for work as there performed: —

	Per 24 Pairs.
Patent calf, kid, calcium patent, chrome patent calf, patent colt or enamel (cleaned),	$0 65
Chrome wax calf, wax calf, black Cordovan or French calf (palm finish),	72
Blucher Oxford, calf (palm finish),	72
Calf tops and vamps (palm finish),	96
Vici kid, glazed kangaroo or tan vici (cleaned, ironed and dressed one coat),	65
Tan glazed kangaroo (cleaned, ironed and polished one coat),	65
Vici calf or Cadet kid (cleaned, and dressed one coat),	50
Russia calf, chrome Russia, Russia radium, Russia moose, Viking calf, Russia Norwegian, Russia Viscol Cresco or tan grain (washed and polished one coat),	65
Shrewsbury grain, hickory or willow calf (washed and polished one coat),	60
All storm boots, Russia (washed and polished),	72
All other Russia stock (washed and cleaned),	60
Russia Cordovan (cleaned, ironed, one coat of filler, one coat of dressing and one coat of polish), by the hour.	
Russia Cordovan, high top, by the hour.	
Platinum calf, radium calf, Lozant calf, gun-metal, demi-patent, gnu kid (cleaned, gummed, ragged and polished),	50
Knob calf (cleaned, gummed, ragged and polished),	48
Box calf (cleaned and one coat of filler),	36
Black moose (cleaned),	36
Alaska grain or kangaroo (cleaned, gummed and ragged),	36
All tops on patent leather or russet, ironed, no change.	
Hunting boots, samples, special pairs, ooze tops, linen and canvas shoes; other work not specified, by the hour (by agreement).	
Hour work, 30 cents.	
Lots of not more than three pairs: as samples when done by the piece.	

By the Board,

BERNARD F. SUPPLE, *Secretary.*

LUKE W. REYNOLDS — BROCKTON.

The following decision was rendered on December 8: —

In the matter of the joint application for arbitration of a controversy between Luke W. Reynolds, shoe manufacturer of Brockton, and employees in the treeing department. (137)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the rate of 28 cents be paid by Luke W. Reynolds at Brockton for hour work in the treeing department.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

J. BROWN & SONS — SALEM.

The following decision was rendered on December 13: —

In the matter of the joint application for arbitration of a controversy between J. Brown & Sons, shoe manufacturers, and employees in their cutting department at Salem. (129)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that cutters in the factory of J. Brown & Sons at Salem be paid at the rate of $17 per week of 55 hours.

By agreement of the parties this decision shall take effect as of date of June 16, 1910.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

LEWIS A. CROSSETT, INC. — ABINGTON.

On December 15 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Lewis A. Crossett, Inc., shoe manufacturer, and lasters employed in its Factory No. 2 at Abington. (176)

Having considered said application, heard the parties by their duly authorized representatives, and investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, the Board awards that there be no change in the prices paid by Lewis A. Crossett, Inc., to employees in Factory No. 2 at Abington for lasting shoes of dull or colored leather as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

CUSHMAN & HEBERT — HAVERHILL.

On December 15 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Cushman & Hébert, shoe manufacturers, and employees in their cutting department at Haverhill. (153)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the prices paid by Cushman & Hébert in their cutting department at Haverhill for the items of work specified, as there performed, except as follows: —

EXTRAS.

	Per 12 Pairs.
Green tag, no extra.	
Tips,	$0 06
Gibson tongues,	03
Long backstays,	06

	Per 12 Pairs.
Pump straps,	$0 15
Pump toes or collars,	12
Collar and elbow stays,	15
Diamond, wave or wing tips,	08
Any lot not exceeding 18 pairs,	06

By agreement of the parties this decision shall take effect as of date of July 11, 1910.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

T. D. BARRY COMPANY — BROCKTON.

The following decisions were rendered on December 20: —

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, shoe manufacturer, and employees in the vamping department of Factory No. 1 at Brockton. (138)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the price paid by T. D. Barry Company in Factory No. 1 at Brockton for vamping Bluchers and Blucher Oxfords with bar (not including "Best Line") as the work is there performed.

In the matter of the joint application for arbitration of a controversy between T. D. Barry Company, shoe manufacturer, and employees in the bottoming department of its Factory No. 3 at Brockton. (154)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by T. D. Barry Company to employees in said department of Factory No. 3 at Brockton for work as there performed: —

	Per 24 Pairs.
Beating-out welts,	$0 04
Laying soles,	07
Nailing heelseats,	04
Turning up channels,	03
Trimming heelseats,	03
Leveling,	06
Burnishing,	04

By the Board,
BERNARD F. SUPPLE, *Secretary.*

M. A. PACKARD COMPANY — BROCKTON.

On December 20 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between M. A. Packard Company, shoe manufacturer, and employees in the bottoming department of its Factory No. 3 at Brockton. (155)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by M. A. Packard Company to employees in said department of Factory No. 3 at Brockton for work as there performed: —

	Per 24 Pairs.
Beating-out welts,	$0 04
Laying soles,	07
Nailing heelseats,	04
Turning up channels,	03
Trimming heelseats,	03
Leveling,	06
Burnishing,	04

By the Board,
BERNARD F. SUPPLE, *Secretary.*

GEORGE H. SNOW COMPANY — BROCKTON.

On December 20 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between George H. Snow Company, shoe manufacturer, and employees in the bottoming department of its Factory No. 3 at Brockton. (156)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by George H. Snow Company to employees in said department of Factory No. 3 at Brockton for work as there performed: —

	Per 24 Pairs.
Beating-out welts,	$0 04
Laying soles,	07
Nailing heelseats,	04
Turning up channels,	03
Trimming heelseats,	03
Leveling,	06
Burnishing,	04

By the Board,
BERNARD F. SUPPLE, *Secretary.*

CHURCHILL & ALDEN COMPANY — BROCKTON.

On December 20 the following decision was rendered: —

In the matter of the joint applications for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer, and employees in the bottoming department of Factory No. 1 at Brockton. (157, 159)

Having considered said applications and heard the parties by their duly authorized representatives, investigated the character of the

work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Churchill & Alden Company to employees in said department of Factory No. 1 at Brockton for work as there performed: —

	Per 24 Pairs.
Trimming vamps,	$0 05
Inseam-trimming,	08½
Pulling side tacks,	04
Jointing,	14
Repairing shoes after welting, etc., $2.50 per day.	
Butting welts, removing insole tacks and crowning,	08
Separating stitches: —	
Yellow-tagged shoes (Churchill),	10
Salmon-tagged shoes,	08
Green-tagged shoes,	07
Leveling (automatic machine): —	
Yellow-tagged shoes (Churchill),	09
Salmon-tagged shoes (Ralston),	09
Green-tagged shoes (Foremost),	09
Pink-tagged shoes (B. B.),	09
Opening up channels,	03
Cementing and turning channels,	05

By the Board,
BERNARD F. SUPPLE, *Secretary.*

LEWIS A. CROSSETT, INC. — ABINGTON.

On December 20 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Lewis A. Crossett, Inc., shoe manufacturer, and employees in the treeing department of Factory No. 1 at Abington. (163)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that 6 cents

per dozen pairs be paid by Lewis A. Crossett, Inc., to treers in Factory No. 1 at Abington for ironing tops as the work is there performed.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

HOWARD & FOSTER COMPANY — BROCKTON.

The following decision was rendered on December 20: —

In the matter of the joint application for arbitration of a controversy between Howard & Foster Company, shoe manufacturer, and employees in its bottoming department at Brockton. (160)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that 5 cents per 24 pairs be paid by Howard & Frost Company to employees in its bottoming department at Brockton for pulling tacks, without resetting, as the work is there performed.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

GEORGE E. KEITH COMPANY — BROCKTON.

On December 20 the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer, and employees in the vamping departments of factories Nos. 1, 2 and 3 at Brockton. (158)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the price paid by George E. Keith Company for

vamping Bluchers and Blucher Oxfords, with bar, as the work is performed in Factories Nos. 1, 2 and 3 at Brockton (not including grade 6 in Factory No. 2 and pink-tag No. 1 grade, custom-made Walkovers, in Factory No. 1).

By the Board,

BERNARD F. SUPPLE, *Secretary.*

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

The following decisions were rendered on December 20: —

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and employees in its solefastening department. (162)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work, and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by L. Q. White Shoe Company to employees in said department at Bridgewater for work as there performed: —

	Per 12 Pairs.
Goodyear stitching: —	
Regular work,	$0 18
White and rope stitch,	18
Sample and single pairs, price and one-half.	
Goodyear welting: —	
Regular work,	15
Sample and single pairs, price and one-half.	
Rounding: —	
Regular work,	08
Sample and single pairs, price and one-half.	

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and buttonhole makers in its employ. (170)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the

subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by L. Q. White Shoe Company to said employees at Bridgewater for work as there performed: —

	Per 100 Holes.
Working buttonholes,	$0 07
Finishing buttonholes,	03
Marking buttonholes,	01

By agreement of the parties this decision shall take effect as of date of September 7, 1910.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

E. T. WRIGHT & CO., INC. — ROCKLAND.

On December 20 the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between E. T. Wright & Co., Inc., shoe manufacturer of Rockland, and inseam-trimmers in its employ. (174)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that 3½ cents per 12 pairs be paid by E. T. Wright & Co., Inc., at Rockland, for inseam-trimming by machine as the work is there performed.

In the matter of the joint application for arbitration of a controversy between E. T. Wright & Co., Inc., shoe manufacturer of Rockland, and sluggers in its employ. (175)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that 5 cents

per 12 pairs be paid by E. T. Wright & Co., Inc., at Rockland, for slugging heels, all styles, all kinds of slugs, as the work is there performed.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

RANDALL-ADAMS COMPANY — LYNN.

On December 23 the Board inquired into a strike of lasters in the Randall-Adams Company's shoe factory at Lynn. The workmen alleged that the method of the lasting rink resulted in the unfair distribution of work, and that, intentionally or otherwise, two men, father and son, received an inordinate share. The Board endeavored to get the parties to confer, and arranged a conference. It appeared, however, that one of the two workmen had brought suit in equity against the officers of the union, and a decision was daily expected. The strikers preferred to wait a few days for the action of the court before accepting the Board's mediation. An injunction was issued and the strikers were so informed on January 12. The strike was immediately declared off and the men began to return to work. Practically all were re-employed.

EMERSON SHOE COMPANY — ROCKLAND.

On January 5, 1911, the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Emerson Shoe Company, shoe manufacturer, and employees in its cutting department at Rockland. (77)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the

work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the prices for cutting as paid under an agreement existing between the parties.

The Board recommends that in case of the employment of persons of less than average skill and capacity, an agreement be entered into between the parties whereby a just wage may be established.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

E. T. WRIGHT & CO., INC. — ROCKLAND.

On January 5, 1911, the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between E. T. Wright & Co., Inc., shoe manufacturer, and employees in its cutting department at Rockland. (173)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the prices for cutting as paid under an agreement existing between the parties.

The Board recommends that in case of the employment of persons of less than average skill and capacity, an agreement be entered into between the parties whereby a just wage may be established.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

LEWIS A. CROSSETT, INC. — ABINGTON.

On January 5, 1911, the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Lewis A. Crossett, Inc., shoe manufacturer, and welt cementers of Factory No. 1 at Abington. (166)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that $1.50 per day be paid by Lewis A. Crossett, Inc., for cementing welts in Factory No. 1 at Abington as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

E. E. TAYLOR COMPANY — BROCKTON.

On January 12, 1911, the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between E. E. Taylor Company, shoe manufacturer, and employees in the lasting department of its factory at Brockton. (107)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that for assembling, including tacking on insoles by hand, mating vamps, shellacking box in not more than two places, wetting box, putting in counter and driving tacks in heel, regular and colored goods, there shall be no change in price; and further awards that the following prices be paid to employees of E. E. Taylor Company in said department at Brockton for work as there performed: —

Extras: —	Per Pair.
Benjamin paper covers and short cloth covers,	$0 00½
Longlegged boots,	00½
Cushion or felt insoles,	01½
Lasting up or down,	01
Wetting box or vamp singly,	00¼
Putting in flat box: —	
Assembler,	00⅛
Puller,	00⅛
Long counters or arch supports,	02
Cripples, when assembler is not at fault, one-half price for pulling off, full price for assembling.	
High-wall-toed lasts: —	
Puller,	00¼
Operator,	00½
Operating pulling-over machine: —	**Per 12 Pairs**
Regular dull goods,	$0 10
Russia calf,	12

By the Board,
BERNARD F. SUPPLE, *Secretary.*

L. Q. WHITE SHOE COMPANY — BRIDGEWATER.

On January 12, 1911, the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and employees in its lasting department. (136)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the prices paid, except that half a cent per pair extra be paid on the Orient, Bronx and Pug lasts, two-thirds of which shall be paid to the bed-machine operators and one-third to the pullers-over.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

C. H. ALDEN COMPANY — ABINGTON.

On January 17, 1911, the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between C. H. Alden Company, shoe manufacturer of Abington, and employees in its lasting department. (140)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by C. H. Alden Company to employees in said department at Abington for work as there performed: —

BED MACHINE, HAND-PULLING SYSTEM.

	Per Pair.	
	Men's, Women's, Big Boys', Big Girls'.	Boys', Misses', Youths', Little Gents', Children's.
Patent colt, patent kid, patent calf or chrome patent,	$0 10	$0 08
Enamel,	08	07½
Tan Russia calf, tan grain or tan vici,	07	06½
Chrome wax calf, French wax calf, velours calf, glazed calf, gun-metal, box calf or glazed kangaroo,	06½	06¼
Cordovan,	07	06½
Black grain, black vici, veal calf, black buck, white buck, gray buck, tan buck, white canvas, black Russia or smoked horse,	06½	06¼
Extras: —		
Flat boxes,	00½	00¼
Uncrimped Blucher,	00½	00½
Patent tip or patent quarter,	01	00¾
High-cut boots or bal, 8 inches or more (by agreement),	00½	00½
Long counter, arch support,	02	02
Moulded boxes,	01	00¾
Cloth covers,	01	01

	Per Pair. Men's, Women's, Big Boys', Big Girls'.	Boys', Misses', Youths', Little Gents', Children's.
Extras — *Concluded.*		
Paper covers,	$0 00½	$0 00½
Lasts Nos. 24 and 94, no extra.		
Lots of not more than three pairs,	01	01
Cushion innersoles,	01½	01½
Lasting shoes up or down,	01	00¾
Single pairs and sample,	02	02
Cripples, when laster is not at fault, one-half price for pulling off and full price for relasting.		
Hour work, 33⅓ cents per hour.		
By agreement, all vamps to come mated.		

In the matter of the joint application for arbitration of a controversy between C. H. Alden Company, shoe manufacturer of Abington, and employees in its lasting department. (139)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by C. H. Alden Company to employees in said department at Abington for work as there performed: —

	Per 12 Pairs. Men's, Women's, Big Boys', Big Girls'.	Boys', Misses', Youths', Little Gents', Children's.
Tacking on innersoles by machine and trimming heelseats,	$0 04	$0 03½
Assembling, including shellacking box, wetting in lots, putting in counters and driving tacks by machine,	13	12½
Operating pulling-over machine,	12	11
Lasting sides by hand,	18	16
Operating bed machine on heel and toe: —		
Patent,	35	26
Plain,	27	26
Enamel,	35	32
Patent tip or quarter,	35	32
Lasting shoes up or down, extra, per pair,	01	00¾

Wetting box or vamp singly, no extra.
Sample and single pairs, price and one-half.
Cripples, when laster is not at fault, one-half price for pulling off and full price for relasting.
Hour work, 33⅓ cents per hour.
By agreement of the parties, the vamps shall come to the assembler mated.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

W. & V. O. KIMBALL COMPANY — HAVERHILL.

On January 17, 1911, the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between W. & V. O. Kimball Company, shoe manufacturer, and employees in its lasting department at Haverhill. (167)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards 3 cents extra per dozen for operating the Consolidated machine with lasts Nos. 819 and 833; and with last No. 194, 3 cents extra instead of 2 cents extra over the base price per dozen as now paid.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

C. S. MARSHALL COMPANY — BROCKTON.

On January 19, 1911, the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer of Brockton, and employees in the lasting department. (109)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by C. S. Marshall Company to employees in said department at Brockton for work as there performed: —

	Per 12 Pairs.
Assembling, including tacking on insoles by hand, mating vamps, shellacking box in not over two places, wetting, putting in counter and driving tacks in heel: —	
Patent,	$0 26
Colored,	23
Regular,	20
Operating pulling-over machine: —	
Patent,	12
Colored,	12
Regular dull goods,	12
Enamel, Cordovan,	12

Extras: —	Per Pair.
Benjamin paper covers and short cloth covers,	$0 00½
Long-legged boots,	00½
Cushion or felt insoles,	01½
Lasting up or down,	01
Wetting box or vamp singly, included in the assembling.	
Putting in flat box: —	
Assembler,	00⅛
Puller,	00⅛
Long counters or arch supports,	02
High-wall-toed: —	
Puller,	00¼
Operator,	00½

Extras — *Concluded.*

Cripples, when not the fault of the laster, one-half price for pulling off and full price for relasting.

Lasting sides by the Consolidated Hand-method machine, including pulling up and tacking ends of counter, per day, $3.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

W. & V. O. KIMBALL COMPANY — HAVERHILL.

On January 19, 1911, the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between W. & V. O. Kimball Company, shoe manufacturer of Haverhill, and employees in the making department. (169)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards no change in the price of rough heelscouring, and that 3½ cents per 12 pairs be paid by W. & V. O. Kimball Company at Haverhill for shaving heels higher than 8/8 as measured before attaching to the shoe, as the work is there performed.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

An application was received on June 30, 1908, submitting a controversy relative to prices for vamping in Factory No. 3 of the W. L. Douglas Shoe Company, Brockton. For one reason or another the parties never completed the submission of the controversy though repeated inquiries were made. On

the 19th of January, 1911, it was suggested that any controversy that might then exist between the parties would best be considered as the subject-matter of a new application. In a few days word was received from both parties that a settlement had been reached some months before, and that the parties had neglected to notify the Board thereof.

GEORGE H. SNOW COMPANY — BROCKTON.

The following decision was rendered on January 20, 1911: —

In the matter of the joint application for arbitration of a controversy between George H. Snow Company, shoe manufacturer of Brockton, and employees in the lasting department. (108)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by George H. Snow Company to employees in said department at Brockton for work as there performed: —

Assembling, including shellacking box in not over two places, wetting in lots, pasting and putting in counter, and driving tacks with machine, no change.

Tacking on insoles by machine, no change.

Operating pulling-over machine: —	Per 12 Pairs.
Patent,	$0 12
Colored,	12
Regular dull goods,	12
Enamel, Cordovan,	12
Lasting sides by hand, including pulling up counters,	18

Extras: —	Per Pair.
Benjamin paper covers and short cloth covers,	$0 00½
Longlegged boots,	00½
Cushion or felt insoles,	01½

Extras — *Concluded.*	Per Pair.
Lasting up or down,	$0 01
Wetting box or vamp singly,	00¼
Putting in flat box: —	
Assembler,	00⅛
Puller,	00⅛
Long counters or arch supports,	02
High-wall-toed: —	
Puller,	00¼
Operator,	00½

Cripples, when laster is not at fault, one-half price for pulling off, full price for relasting.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

BROCKTON CO-OPERATIVE BOOT AND SHOE COMPANY — BROCKTON.

On January 26, 1911, the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between the Brockton Co-operative Boot and Shoe Company and employees in its stitching department. (179)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that 3½ cents per 12 pairs be paid by the Brockton Co-operative Boot and Shoe Company for cementing by hand and folding Blucher-Oxford noses by machine as the work is performed in its stitching department.

By agreement of the parties this decision shall take effect from the date of the introduction of the piece price.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

CHURCHILL & ALDEN COMPANY — BROCKTON.

On February 9, 1911, the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer of Brockton, and employees. (185)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the prices paid by Churchill & Alden Company at Brockton for trimming heelseats and mating shoes as the work is there performed.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

On February 9, 1911, the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton and employees in the bottoming department. (177)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by W. L. Douglas Shoe Company to employees in said department for work as there performed: —

	Per 24 Pairs. Women's $2.50 and $3 Grades.	Women's $3.50 and $4 Grades.
Trimming inseams,	$0 18	$0 20
Beating welts,	04	05
Reducing shanks,	03½	03½
Shanking and tacking butt of welt,	06½	07½
Filling bottoms,	05	06
Laying soles,	07	10
Nailing heelseats,	04	04
Turning up channels,	03½	03½
Cementing channels,	02½	02½
Turning down channels,	03	03
Trimming heelseats,	03	03½
Wheeling first time,	05	06
Leveling bottoms: —		
Automatic machine,	07	09
Washburn machine,	12	12
Stitch-separating,	06	08
Jointing,	12	14
Pulling lasts,	05½	06

By agreement of the parties this decision shall take effect as of date of August 15, 1910.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

P. J. HARNEY SHOE COMPANY — LYNN.

On February 9, 1911, the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between P. J. Harney Shoe Company of Lynn and cutters in its employ. (181)

The question submitted by the parties to this case is: "What percentage less shall be paid for cutting cloth or velvet shoes than for cutting kid or leather, cloth shoes to be cut 2-thick on cloth patterns?"

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the

work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the price for cutting cloth or velvet shoes in the factory of the P. J. Harney Shoe Company at Lynn, as the work is there performed, shall be 30 per cent. less than for cutting kid.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

CHURCHILL & ALDEN COMPANY — BROCKTON.

On February 23, 1911, the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer of Brockton, and employees in the stitching department of Factory No. 3. (171)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Churchill & Alden Company to employees in said department of Factory No. 3 at Brockton for work as there performed: —

Linings: —	Per 24 Pairs.
Cementing eyelet facing when shoe is top-faced,	$0 05
Making lining, including stitching, side-facing, heelstay and tongue for bal,	15
Making lining, including stitching, side-facing and heelstay for Blucher,	14
Making lining, button, stitching heelstay on lining,	06
Making Congress lining, stitching heelstay,	06
Making linings, Exeter straight-fox button Oxford, circular Oxford and all other low shoes fitted in the same manner: —	
Stitching and holding vamp lining,	08
Lap back seam on lining, one seam,	03
Making Blucher Oxford lining, lap back seam on lining, one seam,	03

	Per 24 Pairs.
Folding Congress lining,	$0 05
Stitching named top-facing,	04
Cutting, folding and stitching labels,	05
Seaming: —	
Regular-height tops and low shoe quarters or foxings, when operator is required to match foxings or perforations or fancy rows,	04
Vamps when operator holds on doubler,	04
Button-fly to top,	08
Button-fly to top on Oxford,	05
Doubling tops, if matchmarked,	05
Doubling or side-lining long or short vamp, when operator trims lining and heel,	05
Marking anchor eyelet row,	02
Stitching eyelet row, Union Special machine: —	
Plain,	04
Anchor,	07
Anchor, to apply to all low shoes,	06
Hooking and holding in hookstay on all regular-height shoes,	05½
Stitching top to lining and holding strap,	08
Cementing and turning, Monarch machine,	06
Stitching top and undertrimming, bal,	14
Stitching top and undertrimming, Blucher,	14
Undertrimming Exeter straight-foxed and all button Oxford,	18
Eyeleting, Peerless gang machine,	02½
Stitching tips, Union Special machine, first operation,	08
Bal and circular Oxford, lacing and trimming by Ensign machine (to apply to all shoes laced on machine),	03
Stitching tips No. 163 and No. 164, single needle, two rows, including holding in box and butt,	22
Lacing and trimming, Ensign machine, Blucher and Blucher Oxford,	03
Snipping, cementing and folding Blucher Oxford quarters by hand,	13
Folding button-fly by hand, reinforcing and marking size on stay,	14
Snipping, cementing and folding by hand all button Oxford, "way around,"	14
Rubbing top, whole-quarter Blucher,	02½
Holding and stitching tongues and linings to Blucher vamps,	10
Holding and stitching straight foxings on all low shoes,	14
Stitching outside backstay, plain A, on all low shoes, single needle,	08

	Per 24 Pairs.
Stitching outside T backstay, ...	$0 12
Stitching No. 3 outside backstay, single needle, ...	10
Staying tops, regular height, single needle, blind stay, . .	08

By agreement of the parties the foregoing prices are to take effect from the date of the opening of the third-grade stitching department.

The Board also awards for working and finishing buttonholes on the Reece machine $2.50 per day, to take effect from the date of this decision.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

J. M. O'DONNELL & CO. — BROCKTON.

On February 23, 1911, the following decision was rendered: —

In the matter of the joint application for arbitration of a controversy between J. M. O'Donnell & Co., shoe manufacturers of Brockton, and edgetrimmers in their employ. (180)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by J. M. O'Donnell & Co. at Brockton for work as there performed: —

Edgetrimming and knifing: —	Per 12 Pairs.
Shoes sold to the consumer for $3 per pair, ...	$0 20
Shoes sold to the consumer for $3.50 and $4 per pair, . .	25
Shoes sold to the consumer for $5 per pair, ...	36

By the Board,
BERNARD F. SUPPLE, *Secretary.*

CUSHMAN & HEBERT — HAVERHILL.

On March 9, 1911, the following decisions were rendered: —

In the matter of the joint application for arbitration of a controversy between Cushman & Hébert, shoe manufacturers of Haverhill, and employees in their making department. (186)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Cushman & Hébert to employees in said department at Haverhill for work as there performed: —

	Per 12 Pairs.
Edge trimming: —	
Women's Fair-stitched and tap soles, not knifed,	$0 08
Women's imitation welts, knifed,	10
Women's single soles,	07
Edge setting: —	
Women's Fair-stitched and tap soles,	09
Women's red-stained edge,	12
Women's imitation welts,	10
Women's single soles (by agreement),	08
Wheeling, extra,	02
McKay stitching,	06
McKay stitching, not around the heel,	06

In the matter of the joint application for arbitration of a controversy between Cushman & Hébert, shoe manufacturers of Haverhill, and employees in their packing department. (187)

Having considered said application and heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices be paid by Cushman & Hébert to employees in said department at Haverhill for work as there performed: —

	Per Pair.
Repairing patent leather: —	
Tips,	$0 01½
Vamps,	03
Quarters,	01½
Treeing: —	Per 12 Pairs.
Patent-leather, iron, clean and gum,	16
Calf (black), gum and iron,	08
Box calf, gum and iron tops,	07
Lacing,	02
Buttoning boots,	02

By the Board,
BERNARD F. SUPPLE, *Secretary.*

GEORGE H. SNOW COMPANY — BROCKTON.

The following decision was rendered on March 21, 1911: —

In the matter of the joint application for arbitration of a controversy between George H. Snow Company, shoe manufacturer, and employees in the treeing department of Factory No. 3 at Brockton. (182)

Having considered said application, heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the prices paid for the items of work specified in the application, as performed in Factory No. 3 of the George H. Snow Company at Brockton, except that 50 cents per 24 pairs shall be paid for treeing Russia, willow calf, etc. (cleaned, one coat of polish and polished with rag).

By agreement of the parties this decision shall take effect as of date of July 18, 1910.

By the Board,
BERNARD F. SUPPLE, *Secretary.*

W. L. DOUGLAS SHOE COMPANY — BROCKTON.

The following decision was rendered on March 21, 1911: —

In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company and employees in the treeing departments of factories Nos. 2 and 3 at Brockton. (188)

Having considered said application, heard the parties by their duly authorized representatives, investigated the character of the work and the conditions under which it is performed, which is the subject-matter of the controversy, and considered reports of expert assistants nominated by the parties, the Board awards that there be no change in the prices paid for the items of work specified in the application, as performed in factories Nos. 2 and 3 of the W. L. Douglas Shoe Company at Brockton, except that 50 cents per 24 pairs shall be paid in Factory No. 3 for treeing russets and oil tans (cleaned and polished, one coat).

By the Board,
BERNARD F. SUPPLE, *Secretary.*

The foregoing report is respectfully submitted.

WILLARD HOWLAND,
RICHARD P. BARRY,
HARRY P. MORSE.
State Board of Conciliation and Arbitration.

LAW.

STATE BOARD OF CONCILIATION AND ARBITRATION.

Chapter 263 of the Acts of 1886, approved June 2, entitled "An Act to provide for a State Board of Arbitration, for the settlement of differences between employers and their employees," was amended by St. 1887, 269; St. 1888, 261; and St. 1890, 385. Chapter 382 of the Acts of 1892 relates to the duties of expert assistants. A consolidation and revision of statutes went into effect December 31, 1901.

Chapter 106, Revised Laws (amended by St. 1902, 446, and by St. 1904, 313 and 399), providing for the adjustment of labor controversies, etc., was re-enacted in St. 1909, 514, entitled "An Act to codify the laws relating to labor," which went into effect October 1, 1909.

The codified law contains the following provisions: —

STATE BOARD OF CONCILIATION AND ARBITRATION.

SECTION 10. There shall be a state board of conciliation and arbitration consisting of three persons, one of whom shall, annually, in June, be appointed by the governor, with the advice and consent of the council, for a term of three years from the first day of July following. One member of said board shall be an employer, or shall be selected from an association representing employers of labor, one shall be selected from a labor organization and shall not be an employer of labor and the third shall be appointed upon the recommendation of the other two, or if the two appointed members do not, at least thirty days prior to the expiration of a term, or within thirty days after the happening of a vacancy, agree upon the third member, he shall then be appointed by the governor. Each member shall, before entering upon the duties of his office be sworn to the

faithful performance thereof, and shall receive a salary at the rate of two thousand five hundred dollars a year and his necessary travelling expenses and other expenses, which shall be paid by the commonwealth. The board shall choose from its members a chairman, and may appoint, and may remove, a secretary of the board and may allow him a salary of not more than fifteen hundred dollars a year. The board shall, from time to time, establish such rules of procedure as shall be approved by the governor and council, and shall, annually, on or before the first day of February make a report to the general court.

Duties and Powers.

SECTION 11. If it appears to the mayor of a city or to the selectmen of a town that a strike or lock-out described in this section is seriously threatened or actually occurs, he or they shall at once give notice to the state board; and such notice may be given by the employer or by the employees concerned in the strike or lock-out. If, when the state board has knowledge that a strike or lock-out, which involves an employer and his present or former employees, is seriously threatened or has actually occurred, such employer, at that time, is employing, or upon the occurrence of the strike or lock-out, was employing, not less than twenty-five persons in the same general line of business in any city or town in the commonwealth, the state board shall, as soon as may be, communicate with such employer and employees and endeavor by mediation to obtain an amicable settlement or endeavor to persuade them, if a strike or lock-out has not actually occurred or is not then continuing, to submit the controversy to a local board of conciliation and arbitration or to the state board. Said state board shall investigate the cause of such controversy and ascertain which party thereto is mainly responsible or blameworthy for the existence or continuance of the same, and may make and publish a report finding such cause and assigning such responsibility or blame. Said board shall, upon the request of the governor, investigate and report upon a controversy if in his opinion it seriously affects, or threatens seriously to affect, the public welfare. The board shall have the same powers for the foregoing purposes as are given to it by the provisions of the four following sections.

SECTION 12. If a controversy which does not involve questions which may be the subject of an action at law or suit in equity exists

between an employer, whether an individual, a partnership or corporation employing not less than twenty-five persons in the same general line of business, and his employees, the board shall, upon application as hereinafter provided, and as soon as practicable, visit the place where the controversy exists and make careful inquiry into its cause, and may, with the consent of the governor, conduct such inquiry beyond the limits of the commonwealth. The board shall hear all persons interested who come before it, advise the respective parties what ought to be done or submitted to by either or both to adjust said controversy, and make a written decision thereof which shall at once be made public, shall be open to public inspection and shall be recorded by the secretary of said board. A short statement thereof may, in the discretion of the board, be published in the annual report, and the board shall cause a copy thereof to be filed with the clerk of the city or town in which said business is carried on. Said decision shall, for six months, be binding upon the parties who join in said application, or until the expiration of sixty days after either party has given notice in writing to the other party and to the board of his intention not to be bound thereby. Such notice may be given to said employees by posting it in three conspicuous places in the shop or factory where they work.

SECTION 13. Said application shall be signed by the employer or by a majority of his employees in the department of the business in which the controversy exists, or by their duly authorized agent, or by both parties, and if signed by an agent claiming to represent a majority of the employees, the board shall satisfy itself that he is duly authorized so to do; but the names of the employees giving the authority shall be kept secret. The application shall contain a concise statement of the existing controversy and a promise to continue in business or at work without any lock-out or strike until the decision of the board, if made within three weeks after the date of filing the application. The secretary of the board shall forthwith, after such filing, cause public notice to be given of the time and place for a hearing on the application, unless both parties join in the application and present therewith a written request that no public notice be given. If such request is made, notice of the hearings shall be given to the parties in such manner as the board may order, and the board may give public notice thereof notwithstanding such request. If the petitioner or petitioners fail to perform the

promise made in the application, the board shall proceed no further thereon without the written consent of the adverse party.

SECTION 14. In all controversies between an employer and his employees in which application is made under the provisions of the preceding section, each party may, in writing, nominate fit persons to act in the case as expert assistants to the board and the board may appoint one from among the persons so nominated by each party. Said experts shall be skilled in and conversant with the business or trade concerning which the controversy exists, they shall be sworn by a member of the board to the faithful performance of their official duties and a record of their oath shall be made in the case. Said experts shall, if required, attend the sessions of the board, and shall, under direction of the board, obtain and report information concerning the wages paid and the methods and grades of work prevailing in establishments within the commonwealth similar to that in which the controversy exists, and they may submit to the board at any time before a final decision any facts, advice, arguments or suggestions which they may consider applicable to the case. No decision of said board shall be announced in a case in which said experts have acted without notice to them of a time and place for a final conference on the matters included in the proposed decision. Such experts shall receive from the commonwealth seven dollars each for every day of actual service and their necessary travelling expenses. The board may appoint such additional experts as it considers necessary, who shall be qualified in like manner and, under the direction of the board, shall perform like duties and be paid the same fees as the experts who are nominated by the parties.

SECTION 15. The board may summon as witnesses any operative and any person who keeps the record of wages earned in the department of business in which the controversy exists and may examine them upon oath and require the production of books which contain the record of wages paid. Summonses may be signed and oaths administered by any member of the board. Witnesses summoned by the board shall be allowed fifty cents for each attendance, and also twenty-five cents for each hour of attendance in excess of two hours, and shall be allowed five cents a mile for travel each way between their respective places of employment or business and the place where the board is in session. Each witness shall certify in writing the amount of his travel and attendance and the amount

due him shall be paid forthwith by the board, for which purpose the board may have money advanced to it from the treasury of the commonwealth as provided in section thirty-five of chapter six of the Revised Laws as amended by section one of chapter three hundred and sixty-nine of the acts of the year nineteen hundred and five.

[*Local Boards.*]

SECTION 16. The parties to any controversy described in section thirteen of this act may submit such controversy in writing to a local board of conciliation and arbitration which may either be mutually agreed upon or may be composed of three arbitrators, one of whom may be designated by the employer, one by the employees or their duly authorized agent and the third, who shall be chairman, by the other two. Such board shall have and exercise, relative to the matters referred to it, all the powers of the state board, and its decision shall have such binding effect as may be agreed upon by the parties to the controversy in the written submission. Such board shall have exclusive jurisdiction of the controversy submitted to it, but it may ask the advice and assistance of the state board. The decision of such board shall be rendered within ten days after the close of any hearing held by it; and shall forthwith be filed with the clerk of the city or town in which the controversy arose, and a copy thereof shall be forwarded by said clerk to the state board. Each of such arbitrators shall be entitled to receive from the treasury of the city or town in which the controversy submitted to them arose, with the approval in writing of the mayor of such city or of the selectmen of such town, the sum of three dollars for each day of actual service, not exceeding ten dollars for any one arbitration.

INDEX.

INDEX.